

JUNE 2010

STATUS OF WOMEN & GIRLS IN MINNESOTA Full Report

Research & writing by the University of MN Humphrey Institute's Center on Women & Public Policy,
in partnership with the Women's Foundation of Minnesota.



Acknowledgements

Women's Foundation of Minnesota & the University of MN Humphrey Institute's Center on Women & Public Policy

A strong partnership is the foundation of *Status of Women & Girls in Minnesota* and we acknowledge the important contributions of the following people.

Debra Fitzpatrick, director of the Center on Women & Public Policy, collected the data, produced new research, and wrote the full report and Research Overview.

We thank the following community partners for their participation in the working groups:

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At the Women's Foundation of Minnesota, **Lee Roper-Batker**, president & CEO, and **Mary Beth Hanson**, communications director, helped shape and edit the report's content through production and to final publication.

Erin Ceynar | Director of Corporate Sponsorships & Events, Women's Foundation of Minnesota

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Becky Lourey | Co-Founder, Board Chair and COO, Nemadji Research Corp.

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Deborah White, Ph.D. | Dept. Chair & Professor, Dept. of Sociology & Criminal Justice, and Director, Tri-College NEW Leadership Development Institute, MN State University Moorhead

** Peer Reviewer of Report*

We thank the following individuals for providing their expertise to the production of this report:

Ali Anfinson, results measurement director, MN Dept. of Education; **Suzie Brown**, executive director, Child Care WORKS; **Cyndi Cook**, executive director, MN Coalition for Battered Women; **Dave Cram Helwich**, director of debate, MN Debate Team, University of MN; **Miriam King**, research assoc., and **Trent Alexander**, research

scientist, MN Population Center; **Michael Resnick**, PhD, director, Healthy Youth Development Prevention Research Center, University of MN; **Glynis Shea**, communications director, Konopka Institute for Best Practices in Adolescent Health, University of MN; and **Terry Williams**, director of external affairs, Women's Foundation of Minnesota.

We thank The Minneapolis Foundation for providing funding toward this research.

At the Women's Foundation of Minnesota, we believe that when women thrive, families and communities thrive.

SECTION 1 Economic Justice

OVERVIEW

Regarding women's equality, there has been a growing chorus over the past year singing, "We've made it." In the *Shriver Report* (2009), Maria Shriver declared: "The Battle of the Sexes is over. It was a draw."¹ And then, the January 2010 issue of the *Economist* magazine concluded that in a "quiet revolution," women in rich countries around the globe are taking over the workforce.

While it is true that women have made great strides towards economic, political and social equality in our country since women gained the right to vote in 1920, the economic landscape for all women remains unequal.

Women do make up the majority of Minnesota's workforce. Seventy-five percent of the state's women with children at home now work, and **four in 10 Minnesota mothers are the primary breadwinner** for their family. Wives now earn on average 44% of married couple family incomes.

Minnesota's women, especially the state's mothers, are shouldering these increased economic responsibilities, despite significant and tenacious social and institutional barriers. **As women take on new and additional economic burdens, other responsibilities have not dropped away to compensate**, contributing to a decrease in satisfaction with life and a "happiness gap" for a majority of the nation's women.²

Despite some progress towards greater gender parity, women retain primary responsibility for the home and children and must balance multiple responsibilities without adequate support from their employers or the government. "Meeting the standards of being a good employee, a good mother and good looking get more impossible every day."³

Nationally, about half (48%) of private-sector workers ~ 57 million people ~ are not able to take a paid sick day to care for a family member and a vast majority do not have the flexible schedules necessary for women to do justice to their families and their employers simultaneously.⁴ With the 3rd highest child care costs in the country, this critical support for Minnesota families is unaffordable for many.⁵

Women remain clustered in low-wage jobs and earn almost a quarter less than men for full-time, year round work. This wage gap persists even when women do enter more lucrative professions such as science and math and achieve advanced degrees.

The basics, like an affordable home, are increasingly out of reach for female-headed families, including our older women. Minnesota experienced the fastest increase of extremely cost-burdened households of any state in the nation from 2000 to 2007. **All of these factors result in higher levels of poverty for women and children.**

There is good news, however. Women's Foundation grantees are helping to balance the scales. Take just three examples:

Child Care WORKS (grantee) supports the development and implementation of a statewide child care Quality Rating and Improvement System that will help parents make the best choices for the care of their young children and will help families with the fewest resources gain access to affordable, high quality care. www.childcareworks.org

The **Women's Institute for Self-Empowerment** (grantee) helps immigrant women transfer the professional skills they learned in their native country to certification in this country, resulting in increased wages, independence and security. www.womenofwise.org

Laura Jeffrey Academy (grantee) ~ the state's first all-girl, tuition-free charter school (grades 5-8) ~ educates girls to succeed in nontraditional, higher-paying fields like science, technology, engineering and math. www.laurajeffreyacademy.org

You can help, too. In less than 30 minutes, there are things you can do in your own community to help build a world that creates economic justice for all Minnesota women and girls (see box).

WHAT YOU CAN DO in 30 minutes or less Balance the economic scales for all women and girls

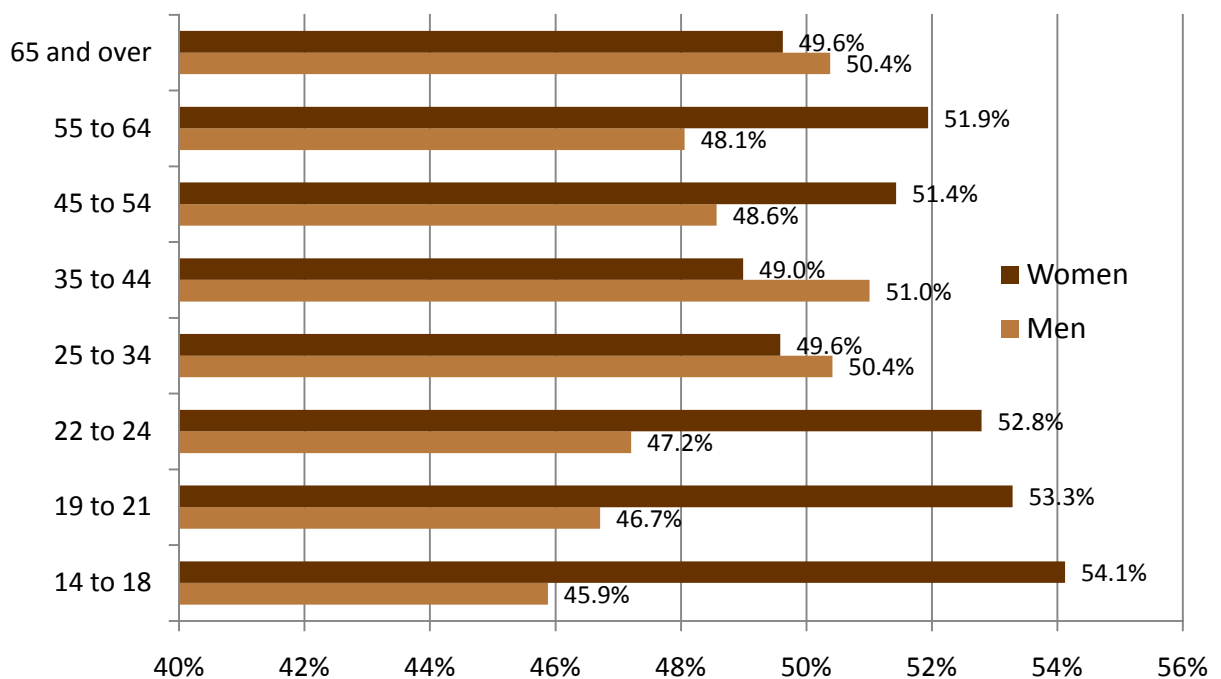
- Join a WAGE Club (www.wageproject.org) to fight for fair wages for women.
- Learn more about how to negotiate for the wage you deserve: www.wageproject.org. Then, coach the girls and women in your life to do the same.
- Encourage your employer to conduct a gender equity audit. Information on conducting a self audit is available at <http://bit.ly/c8p6Ca> and the MN Dept. of Employee Relations Pay Equity Unit offers technical assistance at <http://bit.ly/dgXMUW>, Faieth.Zwemke@state.mn.us, 651-259-3761.
- Buy from women-owned and women-run businesses (lists available at: www.wbenc.org)
- Join the Pay Equity Coalition of Minnesota; contact ptanji@aol.com.
- Participate in Equal Pay Day (April, annually) and wear red as a symbol of how far women and communities of color are in the red: <http://bit.ly/hBbWi>
- Educate and encourage the girls in your life to pursue careers in science: www.womeninscience.org.
- Use your philanthropic power to invest in a state organization that supports a women's economic justice issue you care about.

MINNESOTA WOMEN BREADWINNERS

Bringing home the bacon, frying it up in the pan

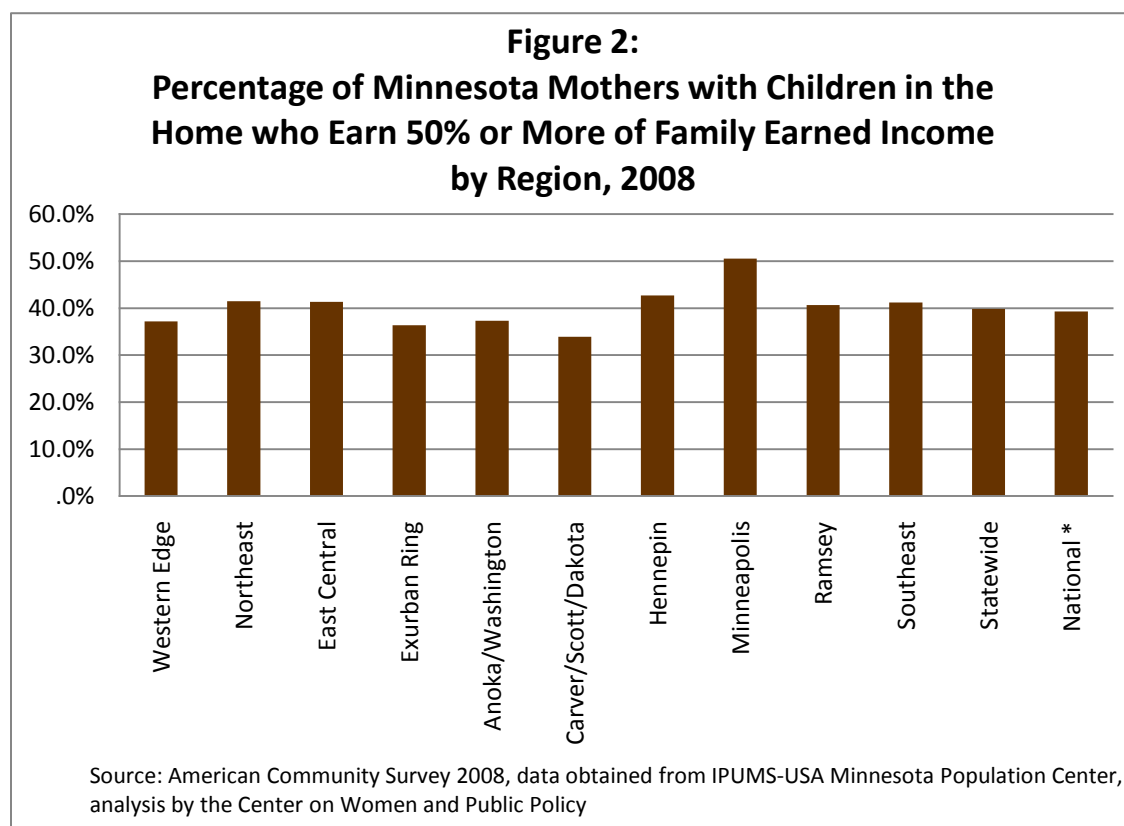
The United States is just now catching up to Minnesota, where women's workforce participation has been among the highest in the nation for years. Women make up 50.8% of Minnesota's workforce, outnumbering men in most age categories (Figure 1).⁶

Figure 1: Age Distribution of Minnesota Workers by Gender, 2008

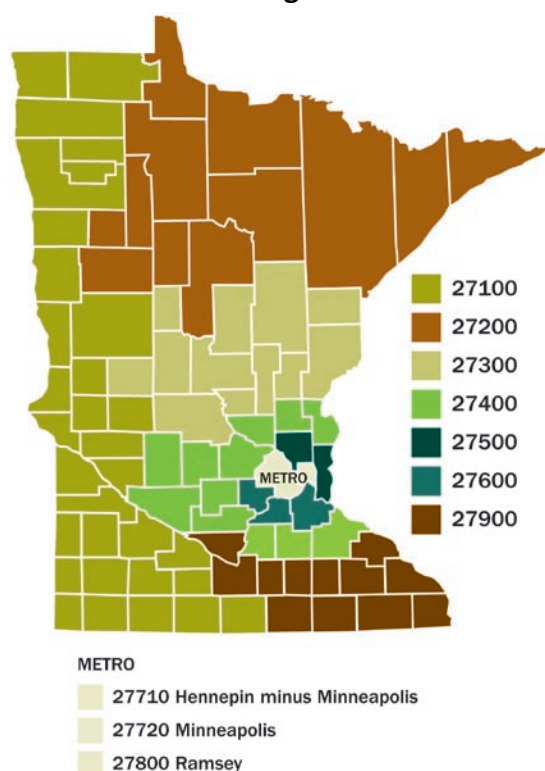


Source: Rachel Vilsack, Minnesota Department of Employment and Economic Development, 2009

Other measures referenced in the Shriver report point to Minnesota women's increasing economic responsibilities. As Figure 2 shows, statewide and nationally four in 10 mothers are now the primary breadwinner, either because they are the sole earner or because they earn more than their spouse.



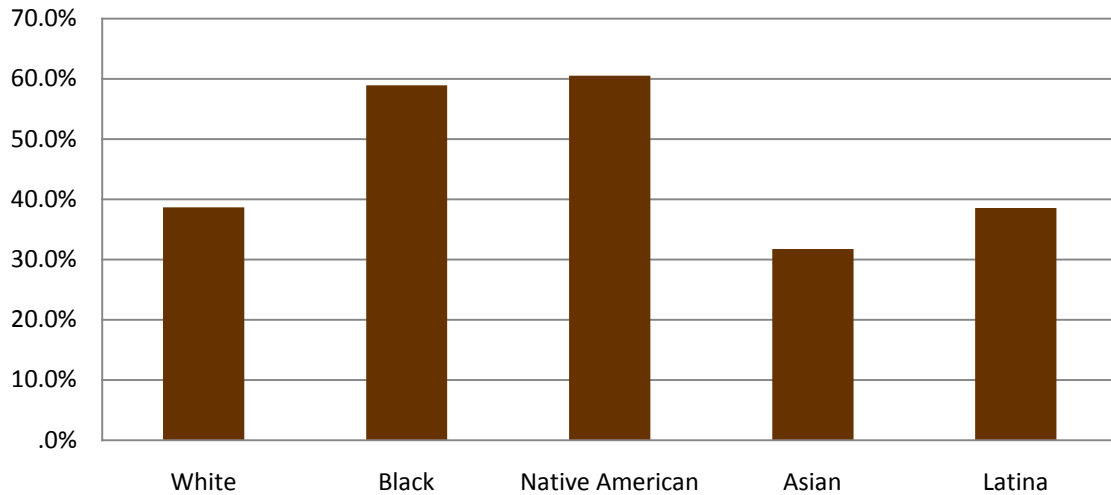
US Census Bureau Regions for Minnesota



Our analysis of 2008 American Community Survey data reveals that a majority of some groups of Minnesota women are now shouldering more than half of the economic burden for their family. Fifty percent of mothers in Minneapolis and 6 in 10 African American and Native American mothers in the state bring home a majority of their family's earned income (Figure 3).

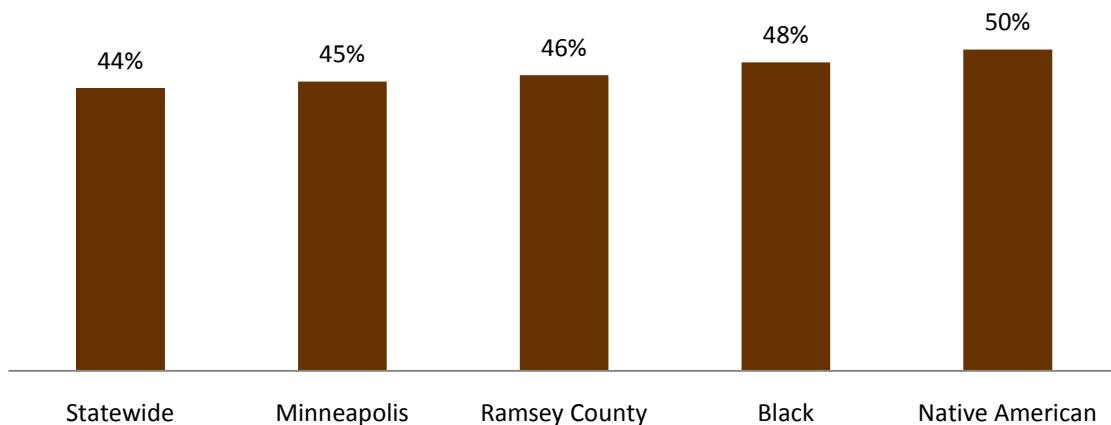
As shown in Figure 4, Minnesota's married women now earn on average 44% of earned family income, with Native American, African American, and Twin Cities' wives earning above the statewide average.

Figure 3:
Percentage of Minnesota Mothers with Children in the
Home who Earn 50% or More of Family Earned Income by
Race/Ethnicity, 2008



Source: American Community Survey 2008, data obtained from IPUMS-USA Minnesota Population Center, analysis by the Center on Women and Public Policy

Figure 4:
Percent of Family Earned Income Earned by Married
Minnesota Women, 2008



Source: American Community Survey 2008, data obtained from IPUMS-USA Minnesota Population Center, analysis by the Center on Women and Public Policy

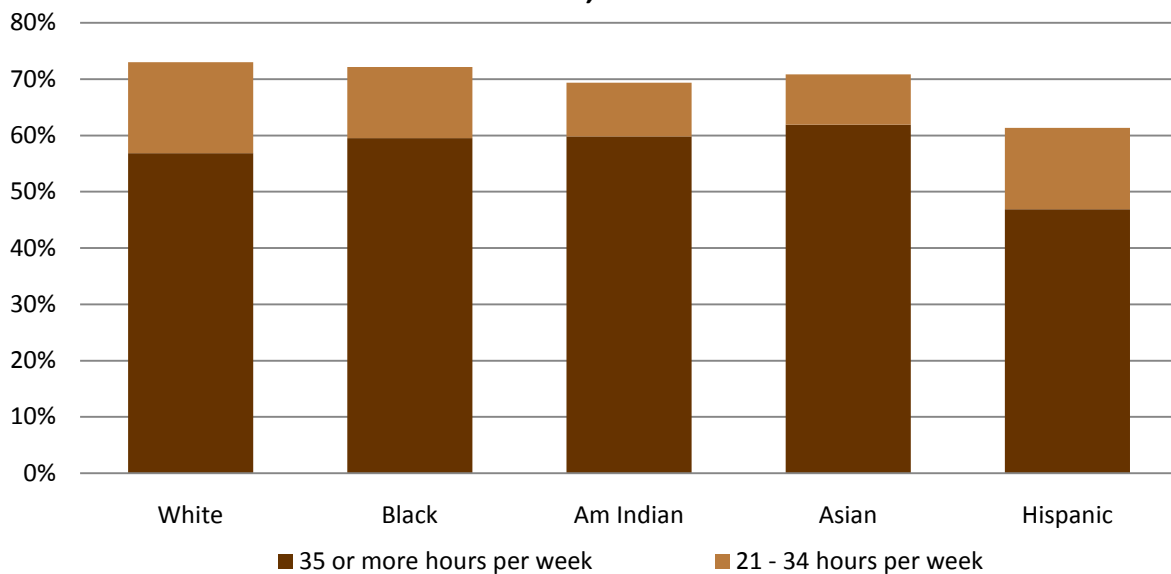
CHILDCARE

Minnesota accredited childcare costs exceed college tuition

A majority of Minnesota women, with at least one child in the home, work full-time, with Black, Asian and Native American women slightly more likely than their white or Latina counterparts to work full-time (as shown in Figure 5). Nearly 75% of Minnesota mothers and 94% of Minnesota fathers with children at home work at least half time.

Since working families rely on others to care for their children while they work, they need access to affordable, quality childcare ~ especially single women with children, who make up the largest share of those in poverty in our state.

Figure 5:
Percent of Minnesota Mothers with Children at Home that
Work, 2008



Source: American Community Survey 2008, data obtained from IPUMS-USA Minnesota Population Center, analysis by the Center on Women and Public Policy

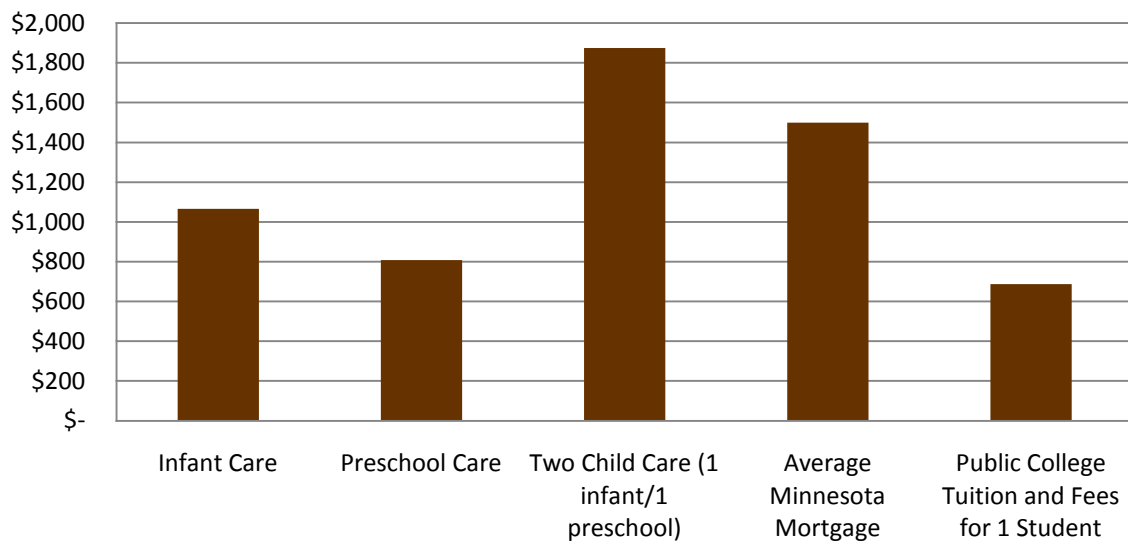
We know that people in Minnesota care deeply about this issue. When the Women's Foundation was on its 18-community listening tour in 2008, access to childcare was the number one concern raised by each community.

Unfortunately, this support is increasingly out of reach for many families in Minnesota. Faced with the **3rd highest accredited childcare costs in the country**, Minnesota families struggle to pay for care.⁷

In Minnesota and 38 other states, accredited care for one child exceeds average tuition and fees at public colleges. For many families, childcare costs, especially for two children, exceed all other household expenses, including the mortgage (see Figure 6).

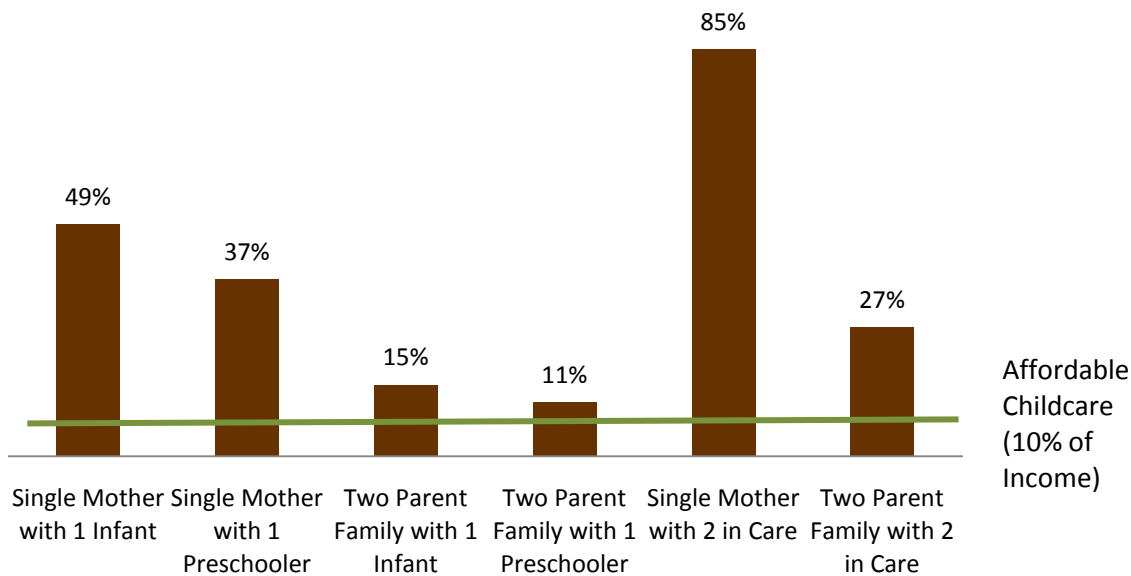
The National Association of Child Care Resource & Referral Agencies (NACCRRA) considers 10% of family income to be the threshold for affordable childcare. Based on this standard, even the median two-parent Minnesota family with one preschooler is unlikely to find affordable accredited care. Two-parent families with two children in care (one infant and one preschooler) must spend 27% of their income on average for high quality childcare. As shown in Figure 7, **female-headed households face average accredited care costs for one child approaching half of their median income** (just over \$26,000 in 2008).

Figure 6:
Monthly Cost for Household Expenses in Minnesota, 2008



Source: National Association of Child Care Resources & Referral Agencies

**Figure 7:
Price of Minnesota Accredited Childcare as a Percent of Median
Family Income, 2008**



Source: American Community Survey 2008, data obtained from IPUMS-USA Minnesota Population Center, analysis by the Center on Women and Public Policy

Accredited childcare is more expensive in the Twin Cities, \$14,300 for infant care compared to a statewide average of \$12,500 and a rural average of \$8,950. However, lower median incomes in rural areas of the state result in similar burdens. Single mothers in rural communities are slightly better off, particularly in southeast Minnesota (Table 1).

On average, these mothers still pay 25-30% of their income on high quality childcare for one, but certainly that's an improvement over the 37 – 48% that single mothers in the Twin Cities have to pay on average for similar care.

According to NACCRRRA, “Although childcare is a necessity, it’s also very expensive ... [and] forces parents to make many sacrifices – often the quality of care their children receive.”

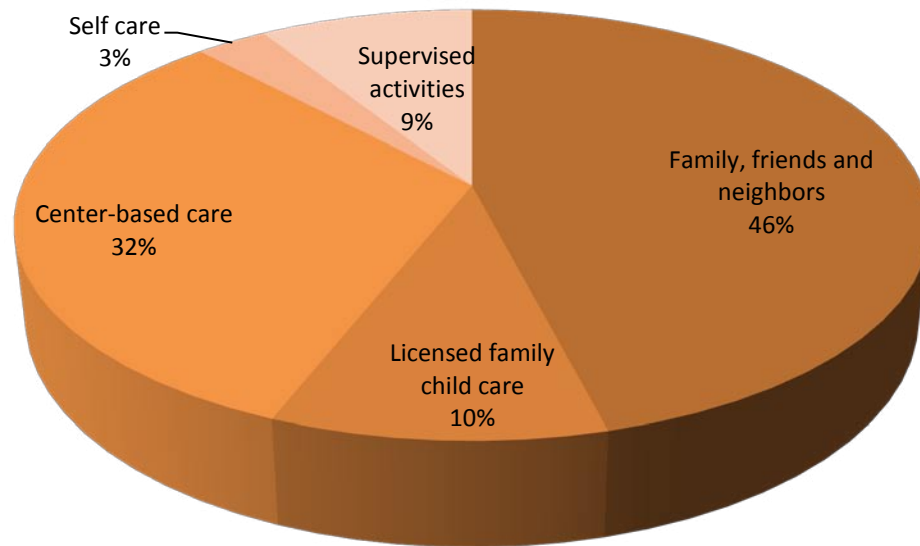
High-quality childcare contributes to the social, emotional, physical and cognitive development of children during the most critical brain development period of their lives.⁸

Table 1: Proportion of Income for Accredited Childcare by Region and Family Type, 2008

	Median Income Married Family	% for Infant Child Care	% for Preschool Child Care	Median Income Female- headed	% for Infant Child Care	% for Preschool Child Care
West Edge	\$ 63,344	14%	12%	\$ 18,331	49%	40%
Northeast	\$ 66,195	14%	11%	\$ 21,386	42%	34%
East Central	\$ 67,214	13%	11%	\$ 23,728	38%	31%
Southeast	\$ 75,361	12%	10%	\$ 29,533	30%	25%

In Minnesota, accredited infant care that meets high standards for safety and training in child development costs an average of \$12,800 compared to \$7,150 for family or home child care. According to a 2005 study, 46% of Minnesota families use “family, friend and neighbor” care, compared to 42% that use licensed home or center-based care (see Figure 8).⁹

Figure 8:
Primary childcare arrangements for Minnesota children
12 and under, 2004



Source: Minnesota Department of Human Services, Child Care Use in Minnesota: 2004 Statewide Household Child Care Survey

While there are no doubt many positive examples of family, friend and neighbor childcare arrangements, a lack of formal regulation makes it difficult for parents to judge the overall quality. Minnesota parents who used licensed childcare tended to rate the care highly on the following dimensions: “creative activities and activities that are just right for the child, the knowledge of the caregiver about children and their needs, the caregiver’s ability to meet their child’s needs and not watching too much television.” Parents that relied on family, friends or neighbors gave high marks to “the individual attention their child received and the flexibility of the arrangement.”¹⁰

In a 2004 survey conducted by the state Dept. of Human Services, low-income Minnesota households were more likely to say that “in choosing childcare they feel they had to take whatever arrangement they could get.” However, low-income families that had access to subsidies tended to rate their care higher, on the same dimensions as those using regulated care (*see above paragraph*).

Unfortunately, only 19% of low-income Minnesota families received a subsidy, according to the 2004 survey. **As of October 2009, 6,600 families were on waiting lists.**¹¹ Many more struggling families do not even qualify. Eligibility requirements set at 47 to 67% of the state median income leave many working-class families, who do not earn a livable wage, behind.

Subsidies available to all families in the form of tax deductions or credits fall far below childcare costs.

Under the federal Dependent Care Credit, benefits cap out at \$1,050 for one child and \$2,100 for two or more; families that do not owe taxes can NOT claim these funds. In Minnesota, dependent tax credits add \$720 for one child and \$1,440 for two or more, and because it is a refundable credit, those paying no taxes CAN receive the funds.

Pre-tax accounts offered by some Minnesota employers allow families to set aside up to \$5,000, but any benefit derived from these accounts must be deducted from the Dependent Care Tax credits.

Overall, this form of support for working families covers a fraction of the costs incurred. For families with two children below age five, the gap between the cost of high quality childcare (estimated at \$22,500/yr.) and available federal and state tax credits of \$3,540 is almost \$19,000 per year.

The ability of the inadequately subsidized market to provide sufficient levels of quality childcare is also in question. The vast majority of business costs for this sector are in the form of labor. In 2009, **Minnesota child care workers earned an average hourly wage of just \$9.22 per hour,**¹² half of an estimated living wage in Minnesota.¹³

PAY EQUITY

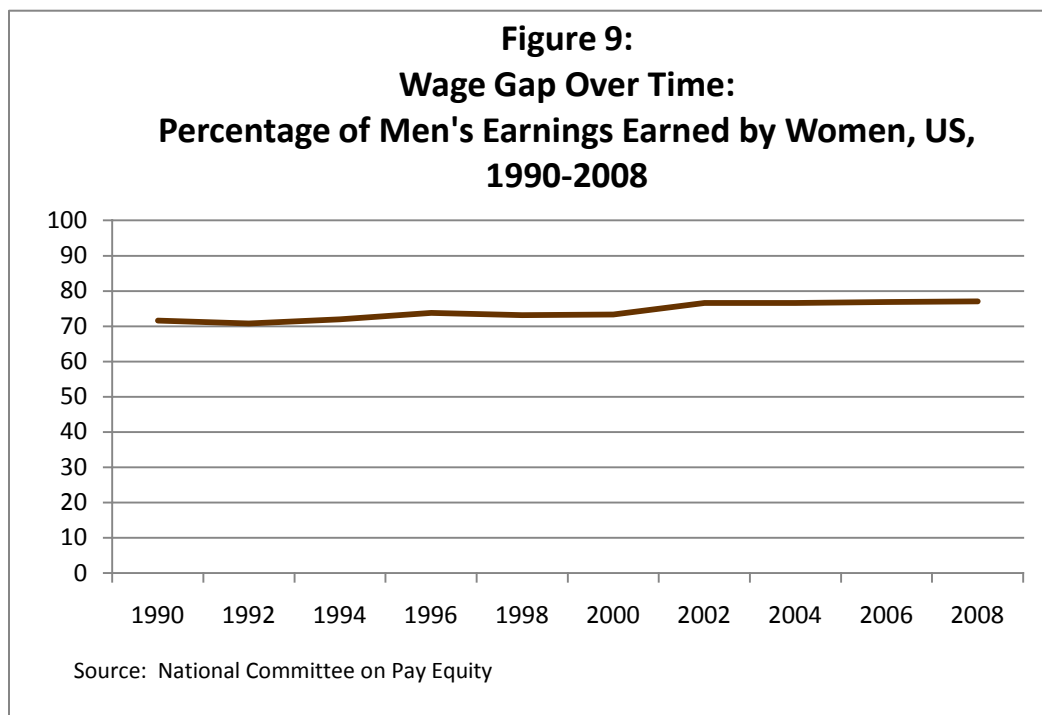
Wage gap robs the average Minnesota woman and her family of \$1 million

The Wage Project estimates that over the course of her lifetime, a woman will earn \$1 million less than a man simply because she is a woman. For women who graduate from professional schools, that number can climb to \$2 million.¹⁴

Progress has been slow since Congress recognized the concept of “equal pay for equal work” in the 1963 Equal Pay Act (see Figure 9). The gap has closed at an average of one-half of one cent per year since the 1970’s nationally, but the gap in Minnesota (and nationally) actually grew slightly from 2007 to 2008.¹⁵

Several factors that affect wages are explored in this section, including demographics, such as race and parental status, and work-related factors, such as occupation, employer, and hours worked.

When the federal Government Accounting Office (GAO) controlled for these factors and others such as type of position, job tenure and work force absences, they concluded, “**Even after accounting for key factors that affect earnings, our model could not explain all of the difference in earnings between men and women.**”¹⁶



Some studies place the percentage of unexplained difference as high as 40%. For researchers and groups as diverse as the GAO and the National Committee on Pay Equity (NCPE), the remaining gap is at least in part attributable to some form of discrimination, including sexism, racism, homophobia and ageism. According to NCPE, “Even Alan Greenspan has acknowledged that too often companies practice discrimination, which hurts America's economy.” ¹⁷

Stereotypes are an important aspect of discrimination. The “breadwinner” stereotype is alive and well, both unconsciously and overtly. Plaintiffs still report that they are told “they don't make as much as the men because the men have families to support.” ¹⁸ With four in 10 Minnesota women now the primary breadwinner in their family, a majority in some communities of color, this stereotype adds up to high, persistent poverty rates.

Minnesota’s white men have the highest earnings for full-time year round workers in Minnesota (\$50,142). **All full-time working women in Minnesota earn less than white men** (as shown in Table 2 and Figure 10).

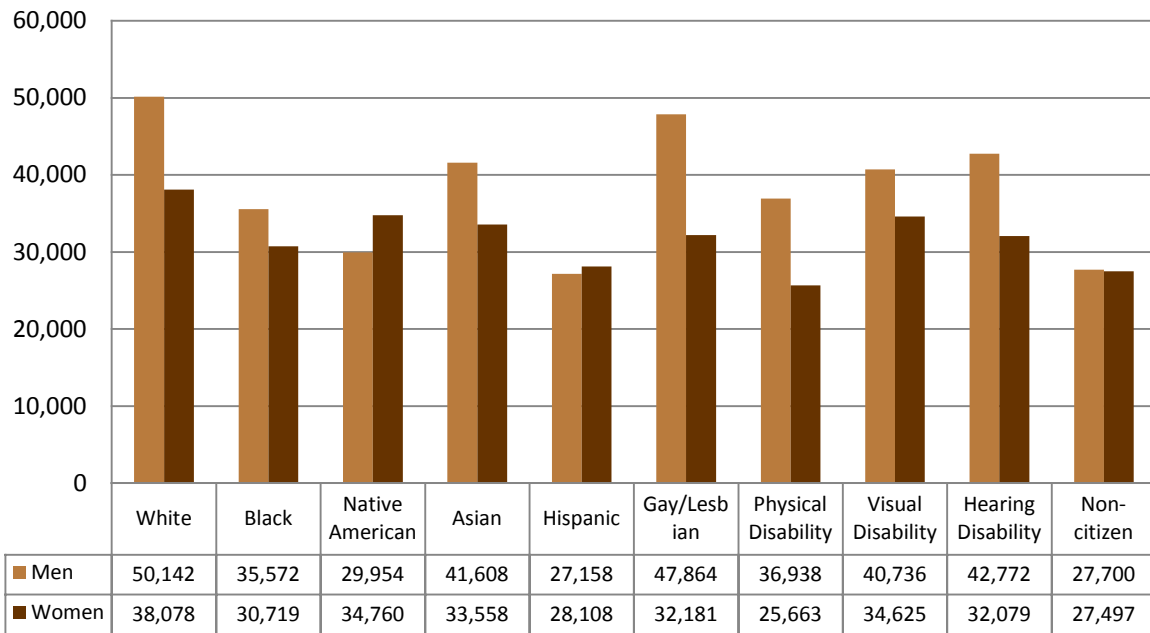
African American and Latino women earn just \$0.61 and \$0.56 on the dollar compared to men, but Native American and Latino women earn more than men in their own racial/ethnic group. Women and men who are noncitizens earn approximately the same wage for full-time work, but earn significantly less (45%) than white men.

Not surprisingly, women of color are among the strongest supporters of equal pay policies. Nationally, ninety-three percent (93%) of African American women, 91% of Latina women, 90% of Asian American women and 87% of white women said equal pay and benefits for women should be one of the top policy priorities in the United States. ¹⁹

Table 2: Median Earnings Gap (In 2008 Inflation-Adjusted Dollars) for Minnesota Full-Time, Year-Round Civilian Employed Women 16 Years And Over by Various Characteristics

Women	Ratio to White Men	Ratio to Men in Subgroup
White	76%	76%
Black	61%	86%
Native American	69%	116%
Asian	67%	81%
Hispanic	56%	103%
Gay/Lesbian	64%	67%
Physical Disability	51%	69%
Visual Disability	69%	85%
Hearing Disability	64%	75%
Non-citizen	55%	99%

Figure 10: Median earnings in the past 12 months (in 2008 inflation-adjusted dollars) for Minnesota Full-Time, Year-Round Civilian Employed 16 Years And Over

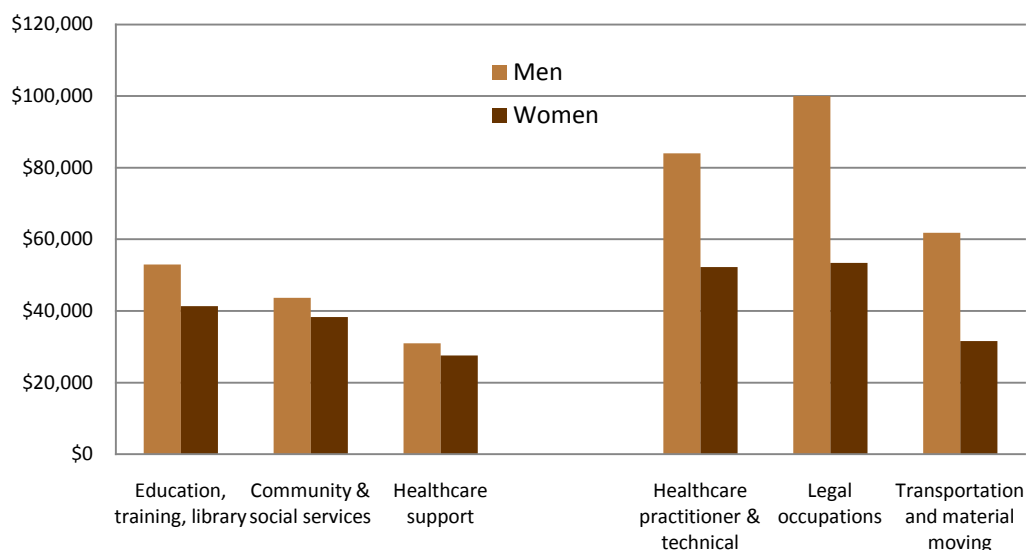


Source: Source: American Community Survey 2008, data obtained from IPUMS-USA Minnesota Population Center, analysis by the Center on Women and Public Policy

In Minnesota and nationally, **the gap exists in every occupation, including those dominated by women.** For example as shown in Figure 11, in education the gap is \$0.22 on the dollar, \$0.12 in community and social services fields, and \$0.11 in the healthcare support sector. The largest gaps are found in transportation and material moving (\$0.49), legal occupations (\$0.47), sales (\$0.34), and healthcare practitioners (\$0.38).

In addition to gaps within occupation, several studies show that the more women and people of color fill an occupation, the lower the pay. According to the NCPE, “Using a point-factor job evaluation system, the state of Minnesota found that the ‘women’s jobs’ paid 20% less on average than male-dominated jobs, even when their jobs scored equally on the job evaluation system.”²⁰

Figure 11: Median Earnings In The Past 12 Months (In 2008 Inflation-Adjusted Dollars) For The Full-Time, Year-Round Civilian Employed Minnesota Population 16 Years And Over



Source: American Community Survey 2008, data obtained from published tables available on Social Explorer

The wage gap grows over a women's life. In Minnesota, **it starts out at 5% among 19-24 year-olds and grows to 26% among 51-64 year-olds** (see Table 3). In their negotiation trainings for young women, the Wage Project shows how small differences in salary right out of college compound over time, as bonuses and raises are based on a person's base salary. Several studies show that women are less likely than men to negotiate for salaries and other benefits, and when they do they are more often penalized. Assertiveness is often perceived as desirable in men, but not in women.²¹

Table 3: Median Earnings Gap (In 2008 Inflation-Adjusted Dollars) for the Minnesota Full-Time, Year-Round Civilian Employed Population 16 Years and over by Age and Gender

Age	Men	Women	Ratio
19-24	\$ 23,423	\$ 22,303	95%
25-34	\$ 40,736	\$ 34,625	85%
35-50	\$ 51,938	\$ 40,736	78%
51-64	\$ 54,993	\$ 40,736	74%

Table 4: Median Earnings Gap (In 2008 Inflation-Adjusted Dollars) for the Minnesota Full-Time, Year-Round Civilian Employed Population 16 Years and over by Degree Level and Gender

Degree Level	Men	Women	Ratio
Bachelor's	\$ 63,140	\$ 45,828	73%
Master's	\$ 81,471	\$ 61,103	75%
Professional	\$ 121,188	\$ 83,508	69%
Doctorate	\$ 93,692	\$ 81,471	87%
All	\$ 50,919	\$ 38,699	76%

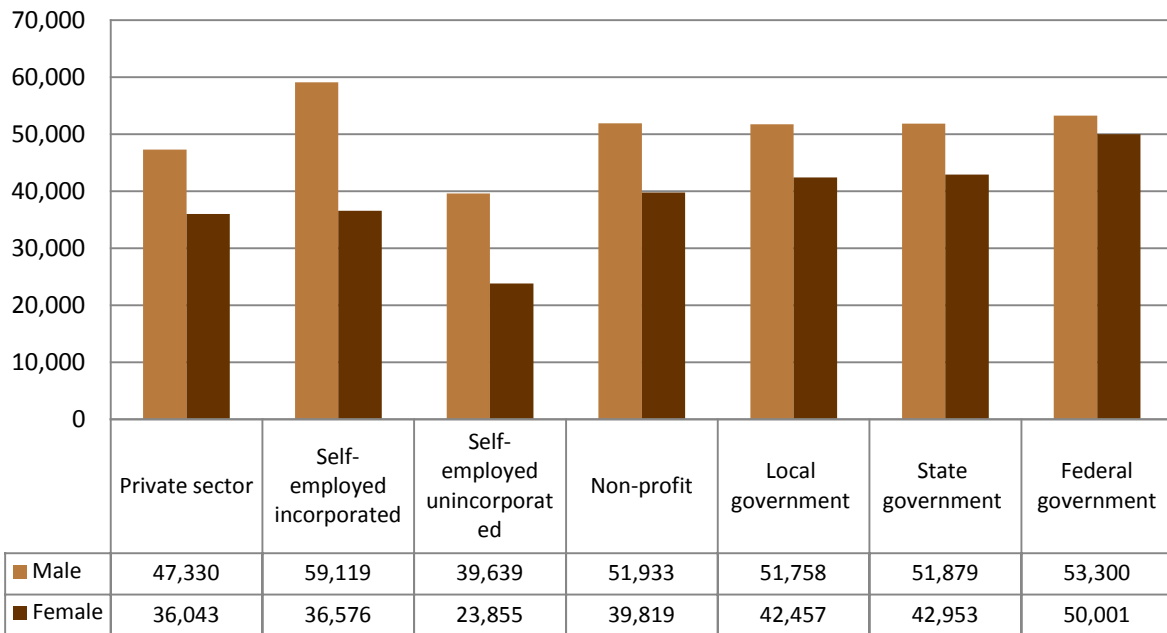
Education often increases the gap. Women now earn the majority of post-secondary degrees at all levels. However, Minnesota women with professional degrees (doctors, lawyers) and Master's degrees face larger pay gaps than women with less education (\$0.67 and \$0.75 on a man's dollar, respectively), resulting in an estimated \$2 million lifetime loss in wages.^{22 23}

Geography also impacts the gap. The gap is present but varies across Minnesota, from a high of 30% to a low of 16%. **Generally, rural areas have a higher gap than the Twin Cities**, although some variation is found (shown in Table 5, see map of regions on Page 4).

Table 5: Median Earnings Gap (In 2008 Inflation-Adjusted Dollars) for the Minnesota Full-Time, Year-Round Civilian Employed Population 16 Years and over by Region and Gender

Census Region		Men	Women	Ratio
West Edge	27100	\$ 37,680	\$ 27,497	73%
Northeast	27200	\$ 40,736	\$ 30,552	75%
East Central	27300	\$ 40,736	\$ 28,515	70%
Exurban Ring	27400	\$ 45,828	\$ 35,644	78%
Anoka/Washington	27500	\$ 50,919	\$ 41,754	82%
Carver/Scott Dakota	27600	\$ 58,048	\$ 40,736	70%
Hennepin	27710	\$ 61,103	\$ 45,828	75%
Minneapolis	27720	\$ 45,013	\$ 36,662	81%
Ramsey	27800	\$ 47,151	\$ 39,717	84%
Southeast	27900	\$ 41,754	\$ 33,607	80%

Figure 12: Median Earnings In The Past 12 Months (In 2008 Inflation-Adjusted Dollars) For The Minnesota Full-Time, Year-Round Civilian Employed Population 16 Years Plus by Employer



Source: American Community Survey 2008, data obtained from published tables available on Social Explorer

The gap exists for all classes of Minnesota employers. The statewide average gap of 23% is largely driven by the private sector, where 89% of Minnesota's employed women work. The gap is lowest in the government sector. According to published American Community Survey data, federal employees have the lowest gap at 5%, followed by state workers at 17% and local government workers at 18%. However, regular reporting required for employees covered under Minnesota's model laws, the State Government Pay Equity Act of 1982 and the Local Government Pay Equity Act of 1984 shows that the gap narrowed to 3% by 2006.²⁴ The larger gap found in census data is likely attributable to the types of employees covered under the state law versus those included in the American Community Survey.

The gap is largest for Minnesota's self-employed women: 40% for those with unincorporated businesses and 38% with incorporated businesses. Nationally, 48% of women-owned businesses generate less than \$10,000 annually.²⁵ When only full-time, year-round owners are included, they aren't doing much better, earning a median salary of just over \$23,000, well below a living wage.

Some call it the “Mom Bomb” and others the “Maternal Wall.” But whatever you call it, evidence is mounting that the wage gap is not just about being a woman. **Being a mother carries a much heavier wage penalty than being a father.**

A study conducted by Harvard School of Business’ Amy Cuddy in 2004 found that when women give birth their colleagues view them as kinder, gentler and *less* capable. For men who become fathers, warmth ratings also increase, but their competence levels remain unchanged.²⁶

A national study conducted by the GAO found that being a parent “held women back.” After having children, income levels of fathers increased and income levels of mothers decreased.²⁷ Our analysis of American Community Survey data (as summarized in Table 6) for Minnesota show that earnings for mothers that work full-time year round remain about equal to those for women without children but fathers earn more than men without children, and the earnings gap increases along with the number of children in the home.

Table 6: Median Earnings Gap (In 2008 Inflation-Adjusted Dollars) for the Minnesota Full-Time, Year-Round Civilian Employed Population 16 Years and over by the Number of Children in the Home and Gender

Number of Children in Home	Men	Women	Ratio
0	\$ 41,347	\$ 36,458	88.2%
1	\$ 50,919	\$ 37,680	74.0%
2	\$ 56,011	\$ 38,699	69.1%
3	\$ 59,067	\$ 37,680	63.8%

JOB CLUSTERING

Minnesota is not making full use of our capacity for creativity and innovation

Occupational clustering, the concentration of women in certain fields, contributes to the pay gap, threatens women's economic security and stability, and compromises the productivity of Minnesota's economy. Fifty-two percent (52%) of women in the Minnesota workforce are employed in the service and sales fields where median salaries range from \$24,697 to \$33,744, hours are less predictable, and jobs less secure (Table 7).

Table 7: Median Earnings in the Past 12 Months (In 2008 Inflation-Adjusted Dollars) For the Minnesota Full-Time, Year-Round Civilian Employed Population 16 Years And Over by Occupation

	Men		Women	
	% of male workforce	Median Earnings (Full-time, Year-round)	% of female workforce	Median Earnings (Full-time, Year-round)
Education, training, and library occupations	2.81%	\$ 52,949	8.00%	\$ 41,311
Sales and office occupations	18.07%	\$ 47,243	32.72%	\$ 33,744
Service occupations	11.59%	\$ 32,750	19.64%	\$ 24,697
Computer and mathematical occupations	4.04%	\$ 72,058	1.73%	\$ 60,732
Architecture and engineering occupations	3.38%	\$ 68,533	0.62%	\$ 60,940
Management occupations	12.83%	\$ 70,310	8.16%	\$ 54,306
Health diagnosing and treating practitioners and other technical occupations	1.62%	\$ 100,001	6%	\$ 62,195

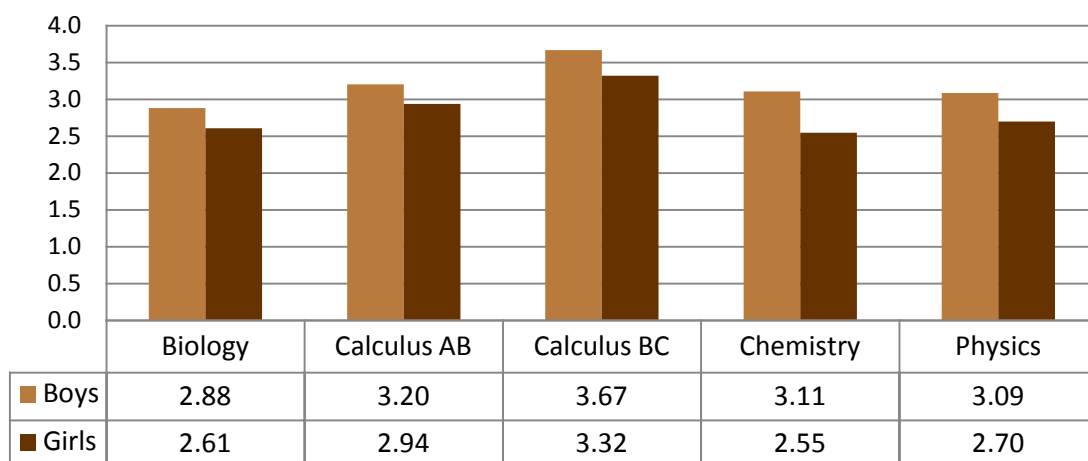
Meanwhile men are twice as likely to hold jobs in computer and mathematical occupations where their median salaries are \$72,058; five times as likely to work in architecture and engineering fields with median salaries of \$68,533; and almost twice as likely to hold management positions earning a median salary of \$70,300.

One of the few high-paying fields where women outnumber men is healthcare (practitioners that diagnose and treat). However, while there are three times as many women in this field as men and women earn among the highest median salaries (\$62,195), the wage gaps persists: women earn 60% of men in this occupational area.

Preparing more girls for high-paying occupations is important to their future economic success ~ and education is a critical component. Girls have made incredible gains educationally. National research shows that girls now take course loads as rigorous as those boys do, and they excel (compared to boys) academically in nearly every way, except one. **Across several measures related to advanced college preparation and college-level math and science, Minnesota girls lag behind boys.**

A 2010 AAUW report examining the lack of women in science, technology, engineering and math professions summarizes research on “stereotype threat.” This research “sheds light on the power of stereotypes to undermine girls’ math test performance and may help explain the puzzle of girls’ strong classroom performance and relatively weaker performance on high stakes tests.”²⁸ This research shows that when stereotypical perceptions that men are better at math are challenged before testing, the difference between scores disappears and in some experiments women excel.²⁹

Figure 13:
Advanced Placement Selected Mean Scores for Math and Science by Gender, Minnesota 2009



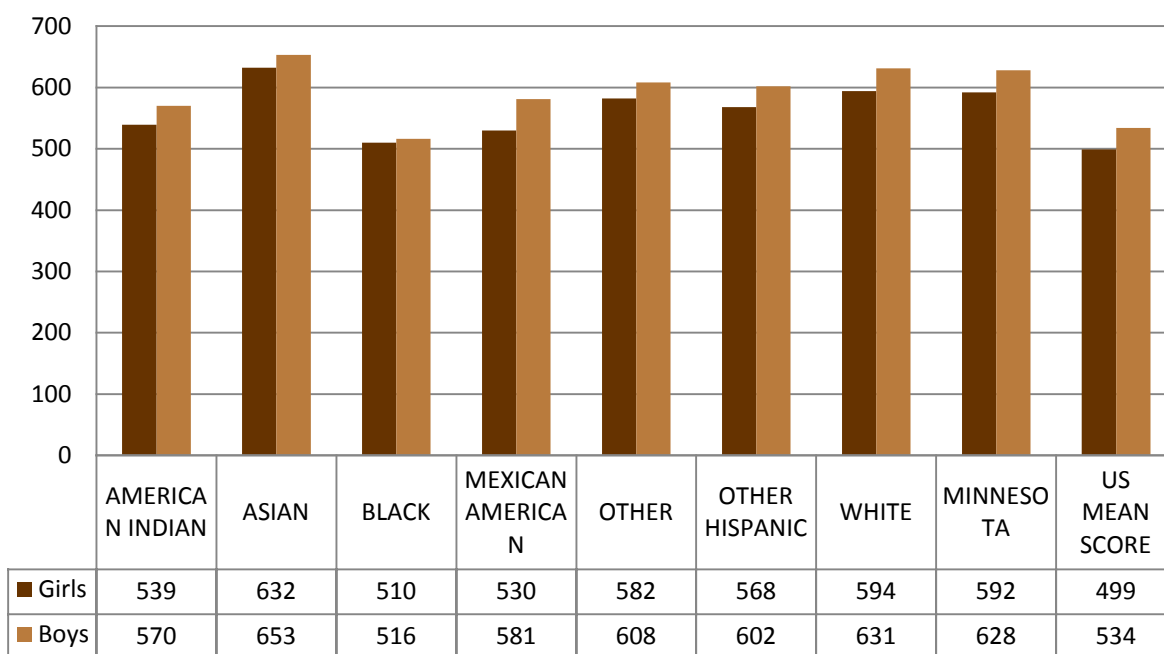
Source: The CollegeBoard

Advanced Placement (AP) courses offer high school students college-level courses. AP classes are considered the equivalent of introductory courses in college, and high school students who pass AP exams can earn college credit. These courses expose students to rigorous curriculum and give them a head start on college.

While girls are equally likely to take AP exams and do well overall, they sit for fewer science- and math-related exams and score lower than boys. In physics, for example, more than twice as many Minnesota boys are taking the exams (785 compared to 361). Not everyone who takes AP classes takes exams, and there has been a push nationally to get more students to take both courses and exams. AP exams are fee-based, which may exclude some low-income students, although many schools have funds to help lower income students take these exams.

Girls of color also underperform boys and white girls. Grades of 3.0 or higher are considered passing grades, but each college sets its own standards for what score they will except for credit. Except for Calculus BC, the mean score for Minnesota girls, regardless of race or ethnicity, falls below the passing level of 3 (see Figure 13).

**Figure 14:
Mean SAT Scores in Mathematics by Race/Ethnicity and
Gender, Minnesota 2009**

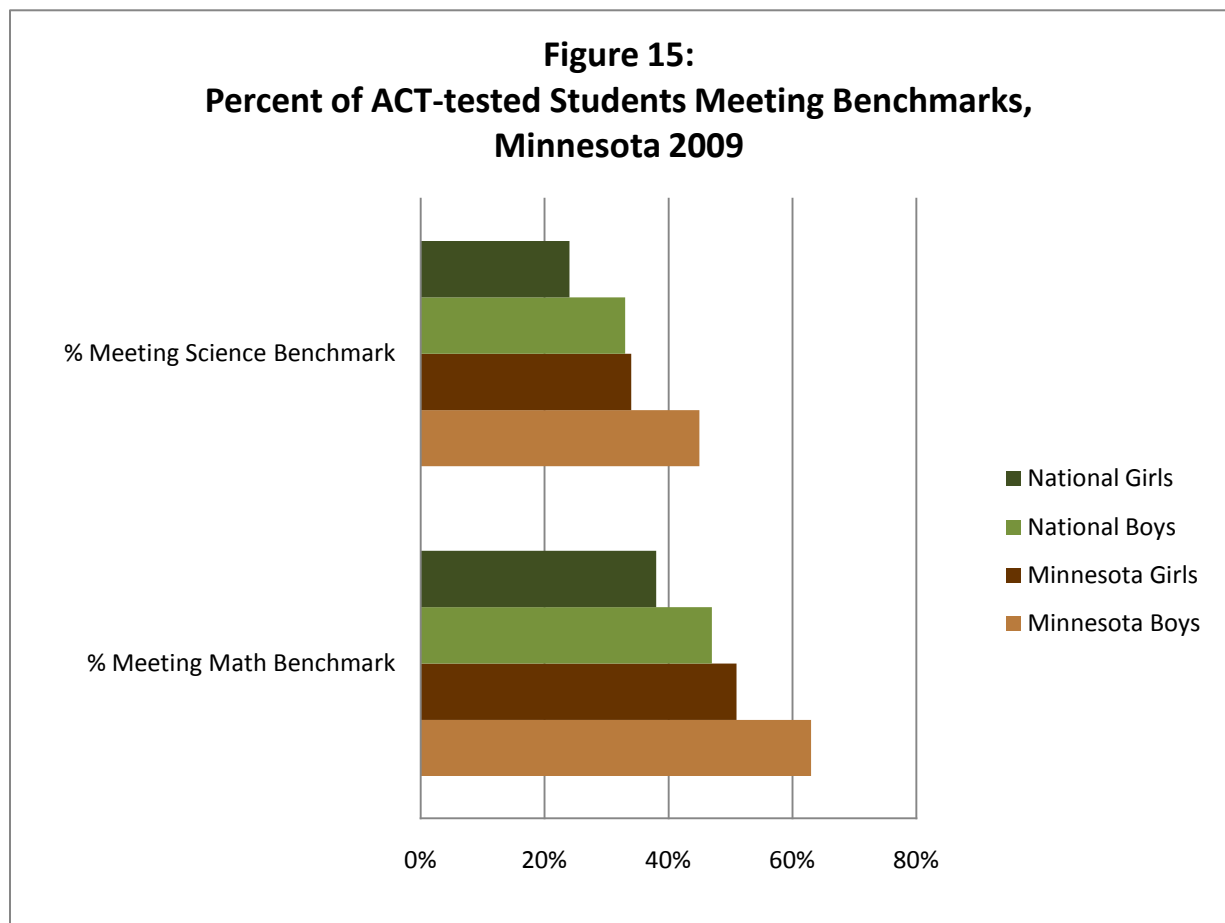


Source: The CollegeBoard

College-bound high school students are often required to take college entrance exams before applying to post-secondary institutions. The ACT and SAT are the most frequently required exams. Scores on these tests are used by colleges and universities to measure a student's readiness for college-level work and to help admissions committees choose between student applicants. These are high-stakes tests that affect a student's college options and career path.

On the SAT exam, Minnesota girls from most racial/ethnic backgrounds underscore boys in Minnesota, but do have higher scores than boys nationally. So, for example, girls on average in Minnesota have a mean mathematics score of 592, compared to Minnesota boys at 628 and national boys at 534. On these exams, we also see racial/ethnic disparities with Asian girls receiving the highest scores and black girls the lowest (Figure 14).

Only slightly more than half of female ACT test takers in Minnesota meet math benchmarks for college-readiness and only 34% are considered college-ready in science (shown in Figure 15). A higher percentage of Minnesota students take the ACT than the national average (68% compared to 45% in 2009).



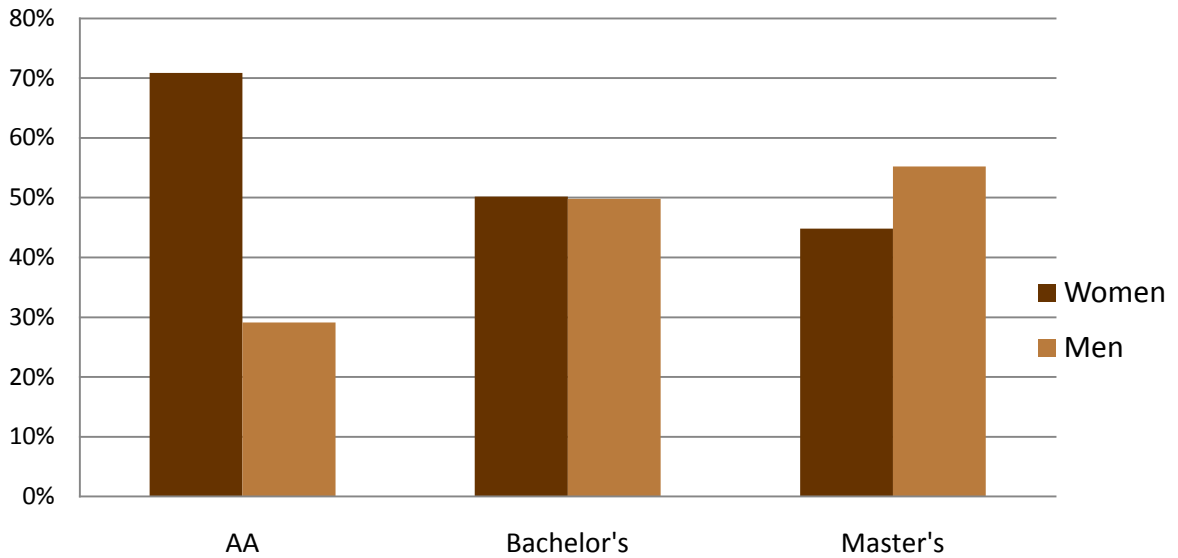
Women are earning the majority of degrees at all levels in Minnesota and earn a slightly higher proportion of degrees (relative to men) than women nationally. However, women and men continue to concentrate in certain fields.

While women dominate healthcare, the percentage of men and women pursuing business and management-related degrees at various levels is coming closer to parity. However as Figure 16 shows, the higher the level of education, the lower the proportion of women receiving business degrees: at the AA-degree level, women receive 1,300 degrees compared to 539 for men; at the BA-degree level, it is close to equal with 3,053 women and 3,032 men receiving degrees; and for MBA's, the proportions reverse with 1,087 women compared to 1,339 men (see Figure 16). Also as shown in Table 8, the high-wage fields of computing and engineering do not show up in the top five fields for women at either the bachelor's or master's degree level.³⁰

Table 8: Minnesota Post-secondary Degrees Completed by Gender and Major, 2005-2006

Bachelor's Degrees Completed					
Women			Men		
Discipline	Number	Percent of Degrees within Gender	Discipline	Number	Percent of Degrees within Gender
Business, management, marketing	3053	17%	Business, management, marketing	3032	23%
Education	2262	12%	Social Sciences	1481	11%
Social Sciences	1455	8%	Engineering	826	6%
Health professions	1419	8%	Computer and Info sciences	794	6%
Psychology	1397	8%	Education	744	6%
Master's Degrees Completed					
Education	6504	62%	Education	1506	32%
Business, management, marketing	1087	10%	Business, management, marketing	1339	29%
Health professions	749	7%	Computer and Info sciences	330	7%
Public administration/social services	582	6%	Engineering	288	6%
Psychology	550	5%	Health professions	206	4%

Figure 16: Percent of Business, Management and Marketing Degrees Completed by Gender and Level, Minnesota 2005-06



Source: Minnesota Office of Higher Education

“Getting women into nontraditional-skills training has been around since the early 1980s and there hasn’t been much progress,” said Ariane Hegewisch, senior research associate at the Institute for Women’s Policy Research.³¹ While on the surface decreases in the number of girls who aspire to trade and vocational training after high school in favor of college and graduate school may appear to be a positive development, it is important to note that preparation for many higher paying jobs in nontraditional sectors begin in these educational settings.

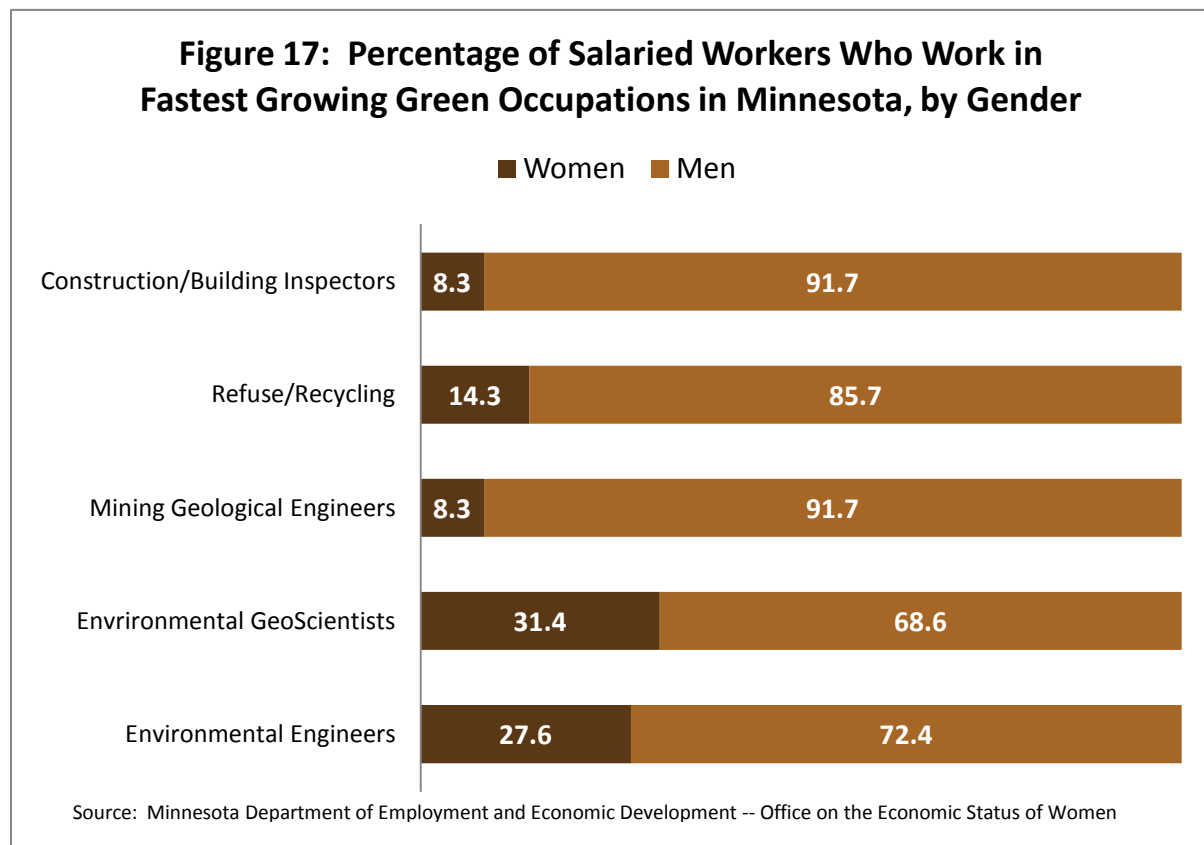
The percentage of 12th grade girls planning to pursue trade or vocational training dropped across racial/ethnic groups, from 13.6% of white girls in 1998 to 5.3% in 2007; from 20.7% to 8% for Native American girls, and from 15.1% to 4.6% for African American girls.³²

GREEN JOBS

Jobs in the sectors most likely to expand as a result of federal investments and the educational pipeline to “green jobs” are almost entirely filled with men.

Both college-level performance in math and science and the degrees women are pursuing jeopardize their opportunities to take advantage of the “green revolution.” While definitions vary, the US Department of Labor defines the “green economy” as “economic activity related to reducing the use of fossil fuels, decreasing pollution and greenhouse gas emissions, increasing the efficiency of energy usage, recycling materials, and developing and adopting renewable sources of energy.”

Economic recovery efforts at the federal level are focused heavily on the needed “green” transformation of the US economy. Unfortunately, jobs in the sectors most likely to expand as a result of these investments and the educational pipeline to “green jobs” are almost entirely filled with men (Figure 17).



For example, a study by the U.S. Conference of Mayors found that half the projected new jobs in any green area are in engineering, an occupation that does not even register in the top degree areas for women in Minnesota.³³ Women are a significant minority in the fields projected to grow as we “green” the Minnesota economy.

One promising approach is to reframe green jobs to include sectors traditionally employing women. Linda Hirshman, author of *Get to Work: A Manifesto for Women of the World* argues, “Given the experience of many women as teachers and communicators, they are ideally suited ... to serve as ‘green counselors,’ working with homeowners and landlords to weatherize homes for greater energy efficiency.”³⁴ Another example comes from California where Women’s Action to Gain Economic Security helped low-income immigrant women build four successful green housecleaning cooperatives.”³⁵

Occupational clustering not only results in lower pay for women, but compromises our economic competitiveness and prosperity. In his book *The Difference*, Scott Page shows with mathematical models that progress and innovation depends less on “lone thinkers with enormous IQs” than on diverse people working together.

Page’s research demonstrates how groups that display a range of perspectives outperform groups of like-minded experts. “Diversity yields superior outcomes.”³⁶ New research shows that gender diversity in business leadership, for example, improves the bottom line. “And it’s not only one study, but at least half a dozen, from a broad spectrum of organizations such as Columbia University, McKinsey & Co., Goldman Sachs and Pepperdine University, that document a clear relationship between women in senior management and corporate financial success. By all measures, more women in your company means better performance.”³⁷

As Representative Carolyn Maloney concludes in her book *Rumors of Our Progress Have Been Greatly Exaggerate*, “we won’t be making full use of our capacity for innovation and creativity if women continue to be excluded from these fields. In the fiercely competitive global economy of the 21st Century, that will cost America dearly.”

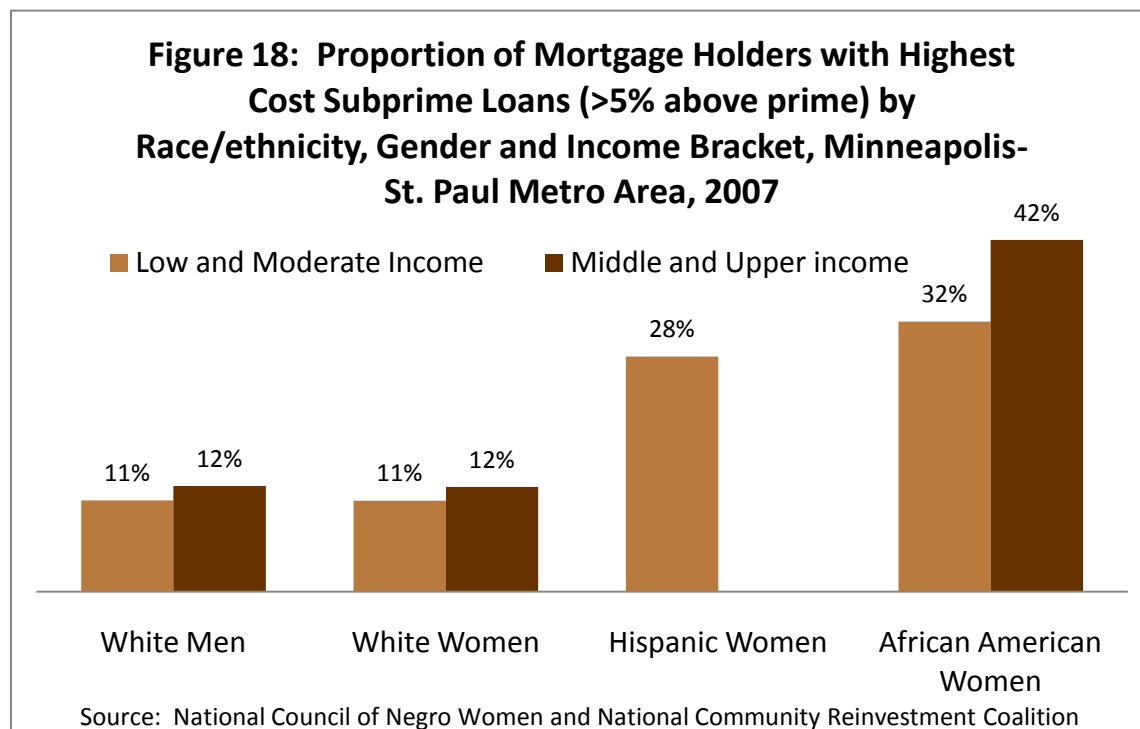
HOUSING:

Minnesota income lags behind housing costs, resulting in highest national increases in “extremely cost burdened” households

The housing crisis has had a profound effect on the global economy and most Minnesotans have felt the pain. Many have lost value in their homes and some have lost their homes altogether. Since women tend to hold more of their assets in their home, decreases in value have hit them harder. While women have been disproportionately affected by sub-prime and recession-related foreclosures, the **housing crisis is not a new issue for many women**, especially single mothers, women of color, older women, and victims of sexual and domestic violence.

SUBPRIME LENDING

“Women are disproportionately represented in high cost mortgage market” is the tag line for a recent article summarizing national research conducted by the Consumer Federation of America (CFA). While the number of women homebuyers was increasing leading up to the crisis, many more of



them were financing their purchases with high-cost, subprime loans. CFA contends that subprime borrowers pay \$85,000 to \$186,000 more in interest over the course of the loan than average borrowers. “The prevalence of subprime loans among women borrowers diminishes their ability to fully utilize homeownership as a pathway to build equity.”³⁸

CFA and the National Council of Negro Women also found that the disparity between men and women increases as income increases. CFA research shows that women with incomes double the median were twice as likely as men in the same income category to receive a subprime mortgage.

Research by Freddy Mac and Fannie Mae found that 20-50% of subprime borrowers could have qualified for prime rate mortgages. Studies by the Federal Reserve and the Center of Responsible Lending suggest that “pricing in the subprime market is not simply a function of risk.” Women and minorities are “steered” into high-cost loans.

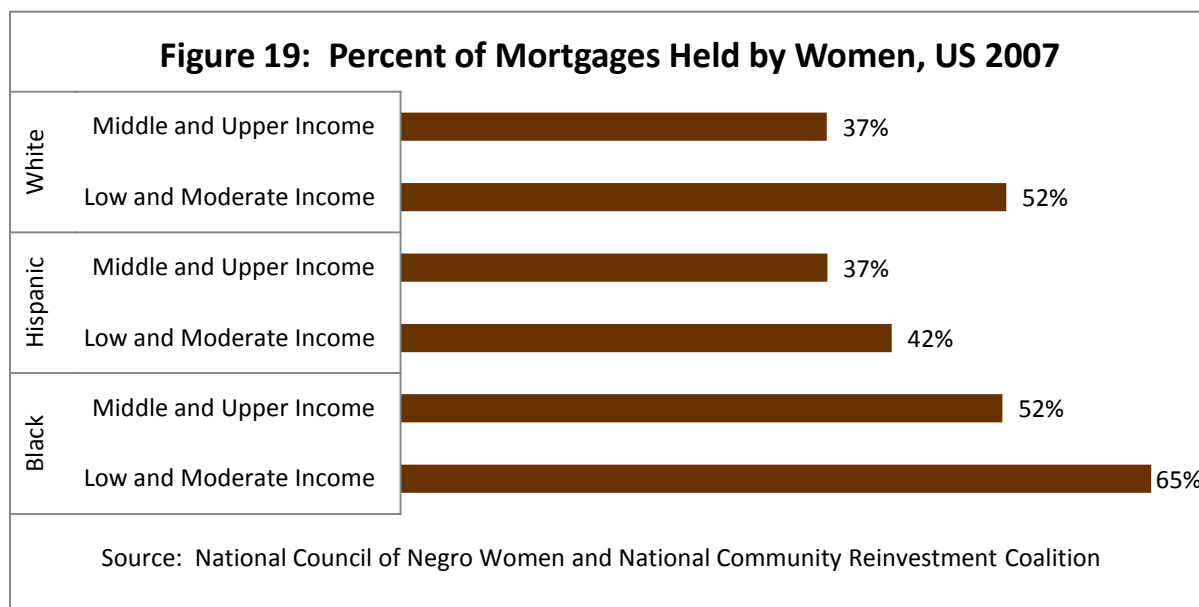
Women of color, facing both racism and sexism, were most likely to receive high-cost loans of all types. Nearly half of African American women with incomes twice the median received subprime purchase loans, and over one-third of Latina women, compared to 13% of white women and 9.7% of white men.

Table 8: Subprime Loans (>3% above prime) by Race/ethnicity, Gender and Income Bracket, US 2005 (Source: Consumer Federation of America)

	White Men	White Women	Latina Women	African American Women
Percent with Subprime Purchase Loans				
Double median income	10%	13%	39%	46%
Median to Double Median	16%	20%	50%	57%
Below median income	29%	27%	51%	68%
Percent with Subprime Home Improvement Loans				
Double median income	10%	15%	25%	35%
Median to Double Median	20%	37%	30%	43%
Below median income	36%	34%	44%	56%
Percent with Subprime Refinance Loans				
Double Median income	11%	17%	29%	37%
Median to Double Median	20%	26%	35%	46%
Below Median Income	30%	32%	41%	56%

Another study concludes: “African American women were the demographic group most likely to have received high-cost loans across race and gender.” The same study finds that the **Minneapolis-St. Paul area is one of the top 10 metropolitan areas in the country for racial/ethnic lending disparities** – after controlling for creditworthiness and other factors, **minorities in Minneapolis disproportionately receive high-cost loans.**³⁹

Since black and Latina women, and low-income women of all races, hold a larger proportion of loans in their subgroup than their male counterparts, the burden of subprime lending hits women harder (Figure 19).⁴⁰



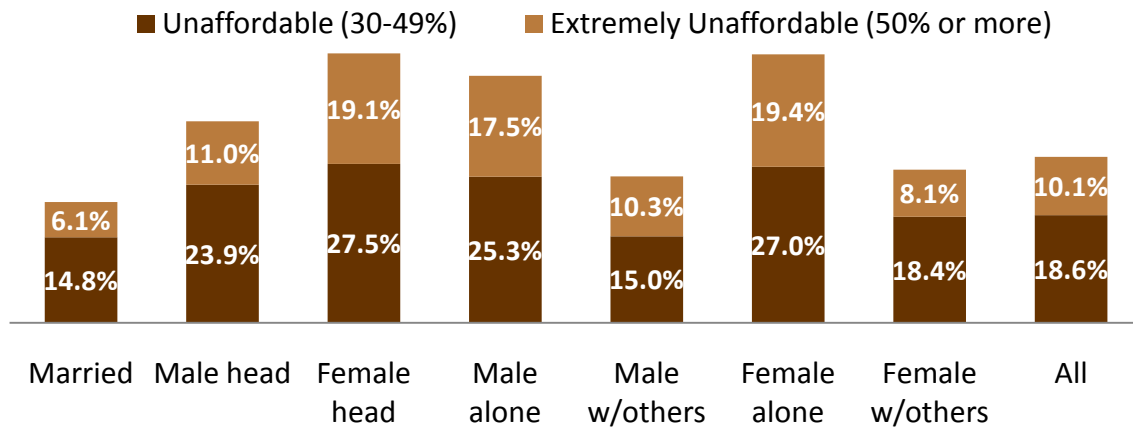
AFFORDABLE HOUSING

Affordable, stable housing is a critical component of economic viability. Unfortunately in Minnesota, “[e]ven before the current economic downturn, housing needs were severe. In 2007, one in eight households spent at least half of their income on housing, up from 1 in 15 in 2000. **Minnesota experienced the fastest increase of extremely cost burdened households of any state in the nation during this time period.**”⁴¹

The housing market in Minnesota “compares unfavorably with its neighboring states” based on: lower vacancy rates for rental units and homes, higher rental and homeowner costs, and more rapid increases in costs.

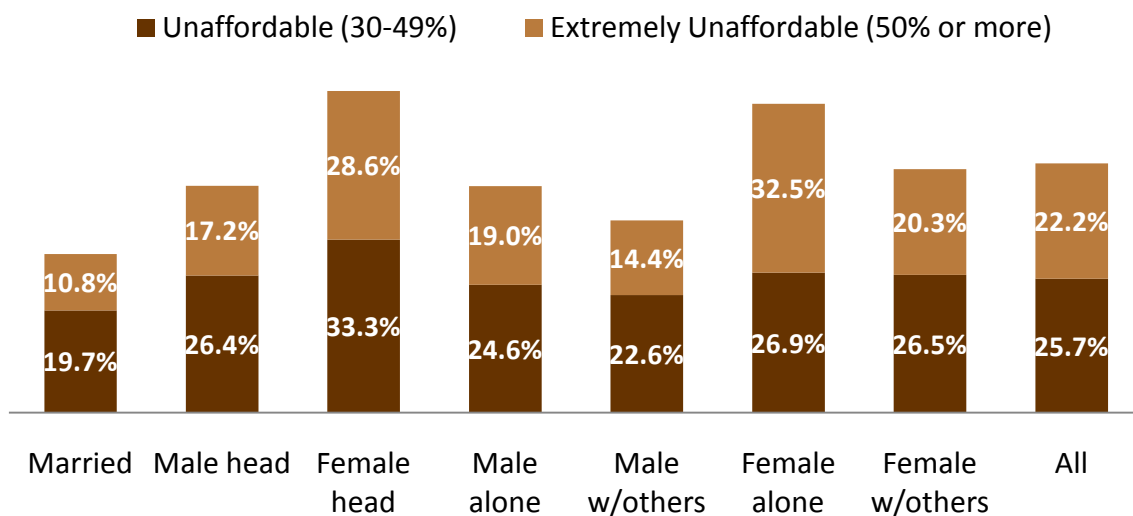
According to the Minnesota Housing Partnership, median Minnesota home values increased 34% from 2001 – 2007, while homeowner incomes rose just 12%. Median gross rents grew by 12% during the same time period, compared to a 4% increase in median renter income. The Metropolitan Council estimates that over the next decade in the Twin Cities alone, there is a projected unmet need of 51,000 affordable housing units.⁴²

Figure 20: Proportion of Minnesota Homeowner Households in Unaffordable Units by Household Type, 2008



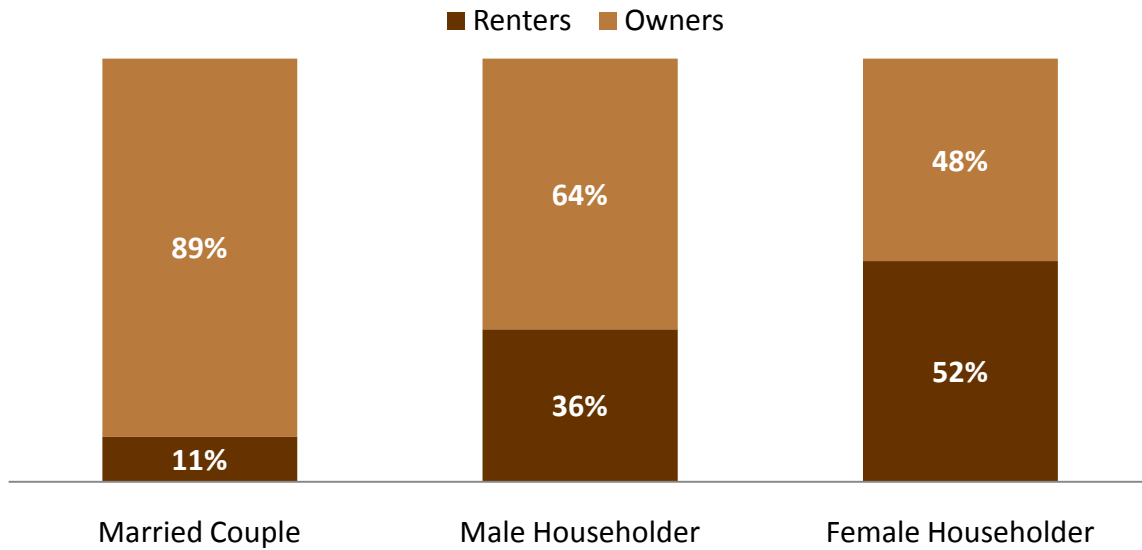
Source: American Community Survey 2008, data obtained from IPUMS-USA Minnesota Population Center, analysis by the Center on Women and Public Policy

Figure 21: Proportion of Minnesota Renter Households in Unaffordable Units by Household Type, 2008



Source: American Community Survey 2008, data obtained from IPUMS-USA Minnesota Population Center, analysis by the Center on Women and Public Policy

Figure 22: Percent of Minnesota Households with Children that Own and Rent by Household Type, 2008



Source: American Community Survey 2008, data obtained from IPUMS-USA Minnesota Population Center, analysis by the Center on Women and Public Policy

With median incomes for women almost a quarter less than for men, these troubling trends are even more pronounced for women in the state, especially female-headed households and seniors.

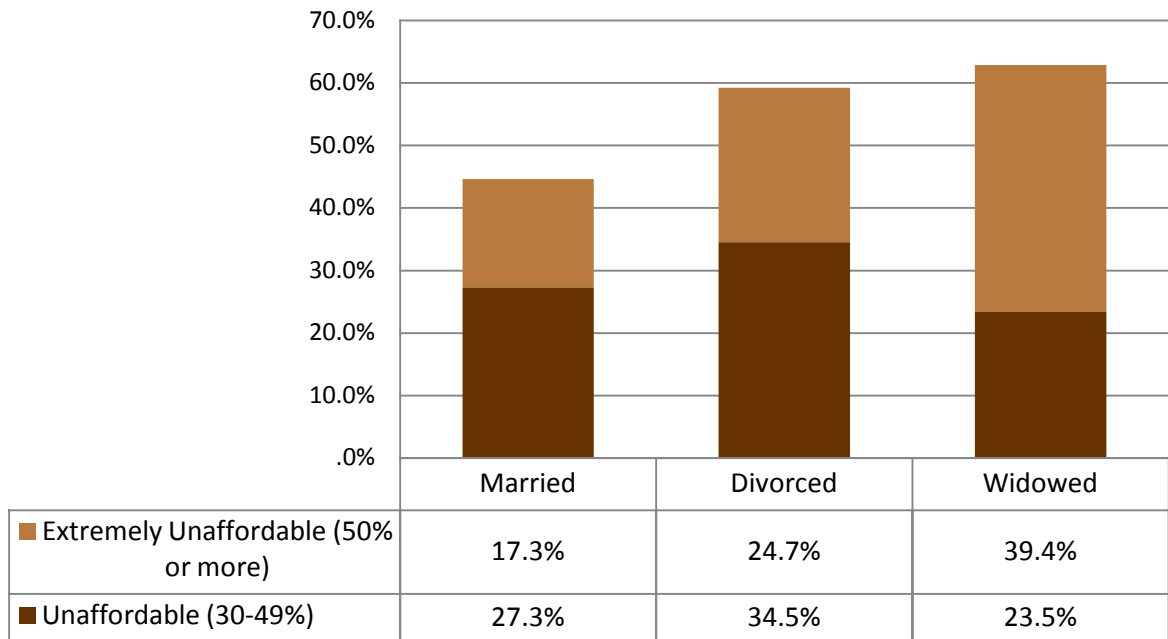
A higher proportion of renters live in unaffordable housing, defined as housing that costs 30% or more of income. As Figure 22 shows, **female-headed families are more likely than other families to rent** (52% compared to 11% of families headed by a married couple) and **62% of these families are in unaffordable units** (Figure 21). As shown in Figure 20, **female-headed households that own a home are also more likely than other home-owning households to be paying too much**, with 47% paying 30% or more.

With median incomes of just over \$13,000 and median rent for a one-bedroom apartment at \$589, Minnesota's senior women who must rent spend on average 54% of their income on housing. Almost 40% of widowed women and a quarter of divorced women over 65 who rent spend 50% or more of their income on housing (almost 18,000 women across the state). In contrast elder men earn a median income of \$19,000 and pay an average of 37% (Figure 23).

According to the Minnesota Women's Consortium and Wider Opportunities for Women, housing and medical expenses have the "greatest impact on economic security" for elders. Based on the Elder Economic Security Index for Minnesota, many elderly Minnesotans depend on housing subsidies to

meet basic expenses. Unfortunately, housing vouchers and public housing are limited and “eligible Minnesota elders languish on long waiting lists.” ⁴³

Figure 23: Proportion of Women 65 and Older in Unaffordable Rental Housing by Marital Status, 2008



Source: American Community Survey 2008, data obtained from IPUMS-USA Minnesota Population Center, analysis by the Center on Women and Public Policy

Profile of Black Women in Minnesota

“That man over there says that women need to be helped into carriages, and lifted over ditches, and to have the best place everywhere. Nobody ever helps me into carriages, or over mud-puddles, or gives me any best place! And ain't I a woman?

Look at me! Look at my arm! I have ploughed and planted, and gathered into barns, and no man could head me! And ain't I a woman?

I could work as much and eat as much as a man -- when I could get it -- and bear the lash as well! And ain't I a woman?

I have borne 13 children, and seen most all sold off to slavery, and when I cried out with my mother's grief, none but Jesus heard me! And ain't I a woman?”

~ Sojourner Truth | Women's Convention¹ (1851)

In *The Real Lives of Strong Black Women*, Toby Thompkins challenges the “strong black woman”-ideal exemplified by Sojourner Truth: “Too often, women of color feel compelled to become ‘chronic caregivers,’ sacrificing their ability to become truly free and fulfilled individuals-at great emotional and physical cost.”

In some ways, African American women pay an even heavier price than other Minnesota women for “doing it all” without accompanying institutional support from their partners, employers, or government. In *Strong and Large Black Women?: Exploring Relationships between Deviant Womanhood and Weight*, author Tamara Beauboeuf-Lafontant explains of modern African American women: “[T]hey do closely identify with the image of the strong Black woman — the African American woman who struggles to ‘make a way outta no way,’ who single-handedly raises her children, works multiple jobs, and supports an extended family.”

The statistics in this report paint a complicated picture of economic power and struggle for African American women in Minnesota:

- Fifty-nine percent of the state's African American mothers are the primary breadwinner in their family, compared to 39% of white mothers.
- Sixty percent of Minnesota's black mothers work full-time, compared to 56% of white mothers.
- In black married families, women earn 48% of family income compared to a statewide average of 44%.
- Forty-five percent of Minnesota African American families are female-headed (no spouse present), compared to 12% of white families.
- Research shows that black mothers are more often considered a role model by their daughters, which is linked to better mental health outcomes for black girls in the state: they think more highly of their bodies, and consider and attempt suicide at lower levels than other girls
- Low-income African American women are more likely than other women to hold a mortgage at 65%, compared to 52% of low-income white women.

Yet:

- African American women in Minnesota have among the highest wage gaps with white men, earning \$0.60 to the dollar earned by white men.
- African American women in the Twin Cities are more likely than any other group to receive subprime loans, and the disparity increases as their income grows. In fact, 42% of middle- and upper-income African American women borrowers in the Twin Cities were steered into the highest-cost subprime loans, compared to 12% of white men.
- Black women in Minnesota are more likely than all other women, except Native Americans, to be in poverty (31%) and are more likely to be in poverty than black women nationally (23%) or black men in Minnesota (23%).

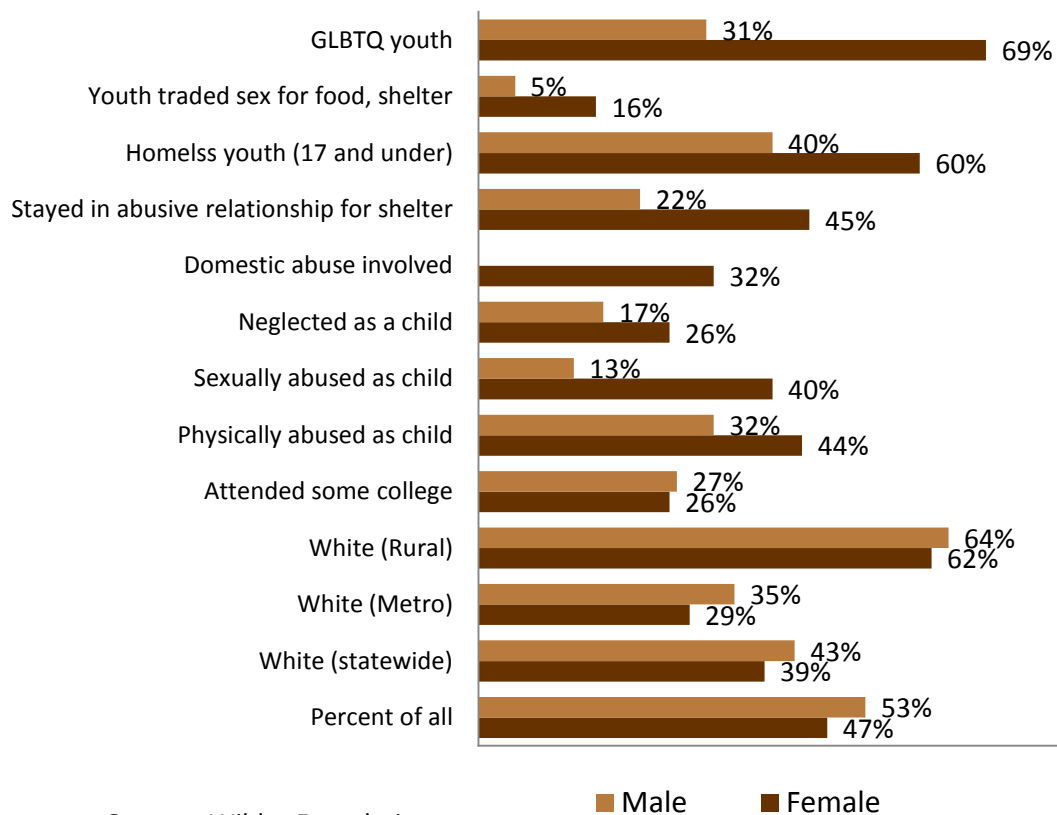
HOMELESSNESS

On any given night, up to 9,400 Minnesotans are homeless, and women and children comprise two-thirds of them

Minnesota's challenging housing market contributes to homelessness in the state. Four in 10 homeless people in Minnesota cite the inability to afford housing as a primary reason for leaving previous housing.⁴⁴

In 2006, median rent for a one bedroom apartment was 88% of income for the working homeless in the Twin Cities and 69% in rural areas of the state.

Figure 24: Selected Characteristics of Minnesota Homeless by Gender, 2006



Based on counts conducted by the Wilder Foundation on one night in October of 2010, on any given night, up to 9,400 Minnesotans are homeless and women and children comprise two-thirds of them.⁴⁵

According to the 2009 Wilder survey, **the number of homeless families with children increased 27% since a similar survey conducted in 2006.**⁴⁶ Family homelessness in Hennepin County has risen steadily since 2006. Contracted family homeless numbers were 50% higher in 2009 than in 2006.⁴⁷

There are several important differences between Minnesota's homeless men and women. **"Domestic violence continues as second only to economic reasons in its contribution to homelessness among women in our state."**⁴⁸ One-third of the women surveyed reported that they were homeless at least in part due to an abusive relationship and 45% said they had stayed in an abusive relationship for shelter.

A slightly larger proportion (35%) of rural women (compared to Twin Cities at 30%) was homeless in part because of domestic violence. Women are also more likely than men to have been the victim of sexual abuse (40% compared to 13% of men) and physical abuse (44% versus 32% for men) as a child.

Girls are disproportionately represented among the homeless youth included in the survey. According to this measure, **girls make up 60% of the homeless who are 17 and under.** When surveyed, 30% of girls had stayed in an abusive situation "because they did not have other housing options."⁴⁹

Forty-nine percent of 18 -21 year homeless young adults were parents (had children of their own). Of those youth (17 and under) identifying as GLBTQ (gay, lesbian, bi-sexual, transgender or queer), 69% were female and 67% of these girls reported that they left their housing or came to Minnesota because of abuse.

Almost three times as many female homeless youth (17 and under) had traded sex for food and shelter as males (16% and 5% respectively).⁵⁰

As we examine in the Safety and Security section, research shows that running away is more prevalent among girls, especially girls of color, than boys, and a constellation of factors associated with homelessness (including sexual and physical abuse) make young women much more vulnerable to sexual exploitation and trafficking.

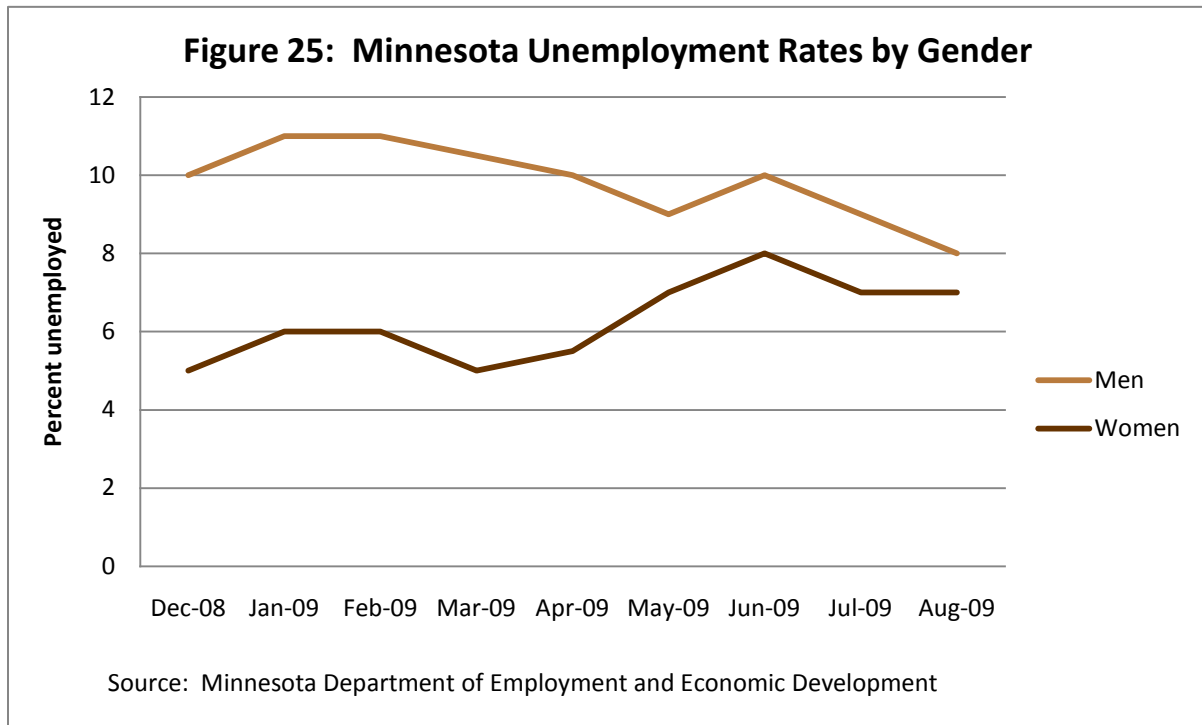
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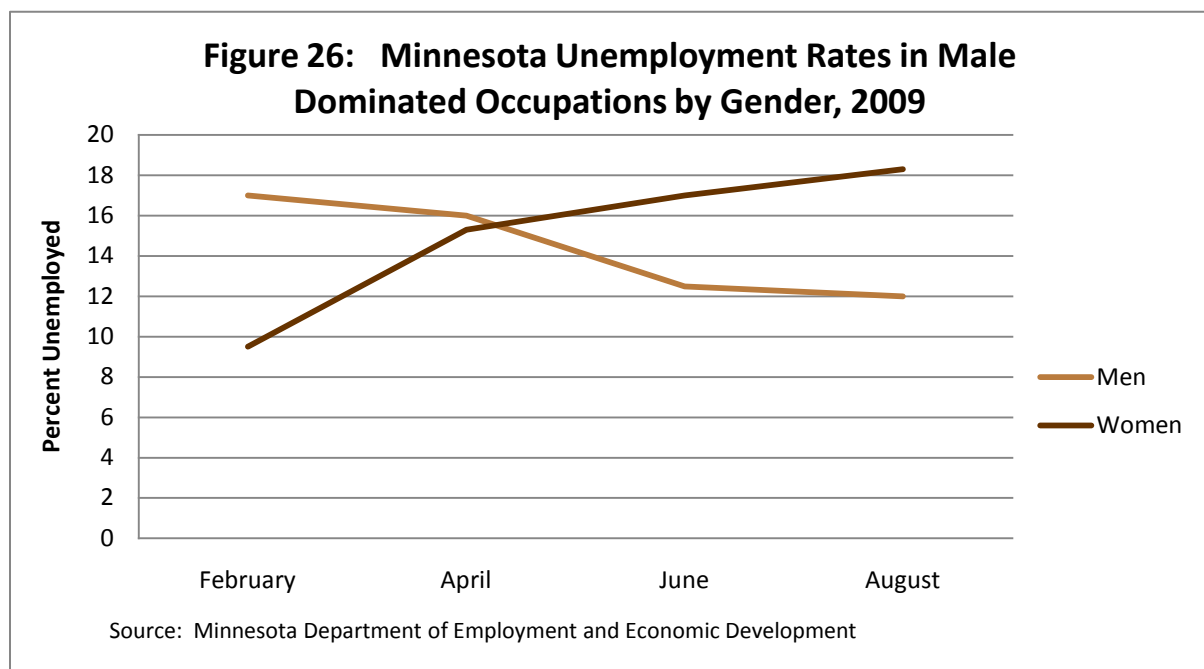
Minnesota's HE-session turns into WE-cession

Since the economic recession began in 2008, it has been common to see stories about the “He-cession,” focused on the male victims of the economic downturn, who early on took the hardest hit and made up 75% of the unemployed.

Since that time, trends have changed (see Figure 25). As Teri Fritsma, an analyst with the Minnesota State Colleges and Universities system, explains, “**The male unemployment rate initially rose much quicker than the female rate... female unemployment on the other hand, rose more gradually early in the year until the late spring and summer of 2009, when female unemployment increased fairly dramatically.**”⁵¹

To some extent, the narrowing gap is due to seasonal employment patterns that negatively affect industries dominated by women, such as education, and positively affect those that employ mostly men, such as construction, in the summer.





But some patterns seem to be counter cyclical, such as “women’s increased risk of unemployment in male-dominated sectors.”⁵² While male unemployment in male dominated fields fell from winter through summer 2009 (from 17% to 12%), female unemployment in these sectors doubled, climbing from 9% to 18% (as shown in Figure 26).

Unemployment averages mask other important disparities among subgroups. For example, **single mothers nationally and in Minnesota actually have a higher unemployment rate than married men:** 7% for Minnesota female household heads with children and 2.5% for married men with children. These primary breadwinners, earning a median salary of just \$26,000, are less prepared to handle a disruption in income than their male counterparts that earn twice as much or more and have more assets to draw on in tough times.⁵³

One federal government response to increasing unemployment has been a boost in unemployment insurance funding, accompanied by required state level reforms.⁵⁴ Women across the country stand to benefit from several of these reforms that include changes to make more women eligible, such as allowing those who must leave jobs for “compelling” family reasons (domestic abuse, childcare issues) to qualify for benefits and allowing certain part-time workers to obtain benefits.

Minnesota has enacted all of these reforms. Despite these changes, many Minnesota women who have recently lost their jobs must turn to the welfare system as a bridge back to employment, and more men than women are accessing the alternative unemployment compensation bridge. Overall, only an estimated 40-50% of unemployed people collect unemployment benefits.

Research conducted by The Affirmative Options Coalition shows that 50% of those receiving cash assistance through the Minnesota welfare system in 2007 were coming straight from a job.⁵⁵

The Coalition points out that workers from industries dominated by women are more likely to turn to cash assistance after losing a job. These industries include administrative support (temp agencies); retail trade, accommodation, and food service; and health care and social services. Jobs in these industries, as shown earlier in the section, are often low-wage, and hourly with unpredictable schedules.

Benefits allocated through the welfare system have more strings and much more stigma attached. Women who turn to these programs for help are often portrayed in highly negative terms, like “Cadillac Queens,” and are accused of “scamming the system.” On the other hand, the predominantly male recipients of unemployment compensation are viewed as victims of economic forces beyond their control.

POVERTY

At the end of the day, all of these factors contribute to a sub-standard living and poverty for more Minnesota women than men.

Seventy percent of Minnesota elders living below the federal poverty line are women, and 55% of other adults below this threshold are women (Figure 27).

Nearly a half a million Minnesotans were classified below the poverty line in 2008. The federal poverty line is defined as: \$11,000 per year for a single person; \$21,834 for a married couple family with two children; and \$17,346 for a female-headed household with two children.⁵⁶

The poverty line significantly underestimates the number of struggling households in the state. While nearly 500,000 Minnesotans fall below the official poverty line, there are many more that do not earn a living wage.⁵⁷

According to the JOBS NOW Coalition:

“The average annual cost of meeting basic needs for a family of four with two workers in Minnesota is about \$56,000. To cover these costs each worker must earn \$13.41 per hour. Thirty-eight percent of Minnesota jobs pay less. More than a million jobs in Minnesota pay less than a family-supporting wage of \$13.41 per hour.”

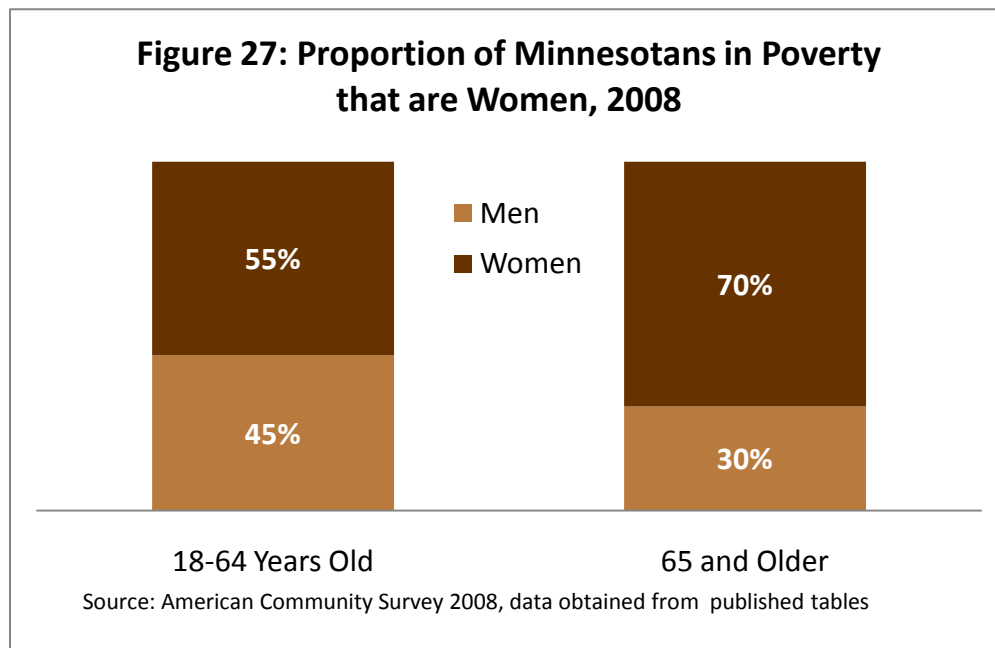
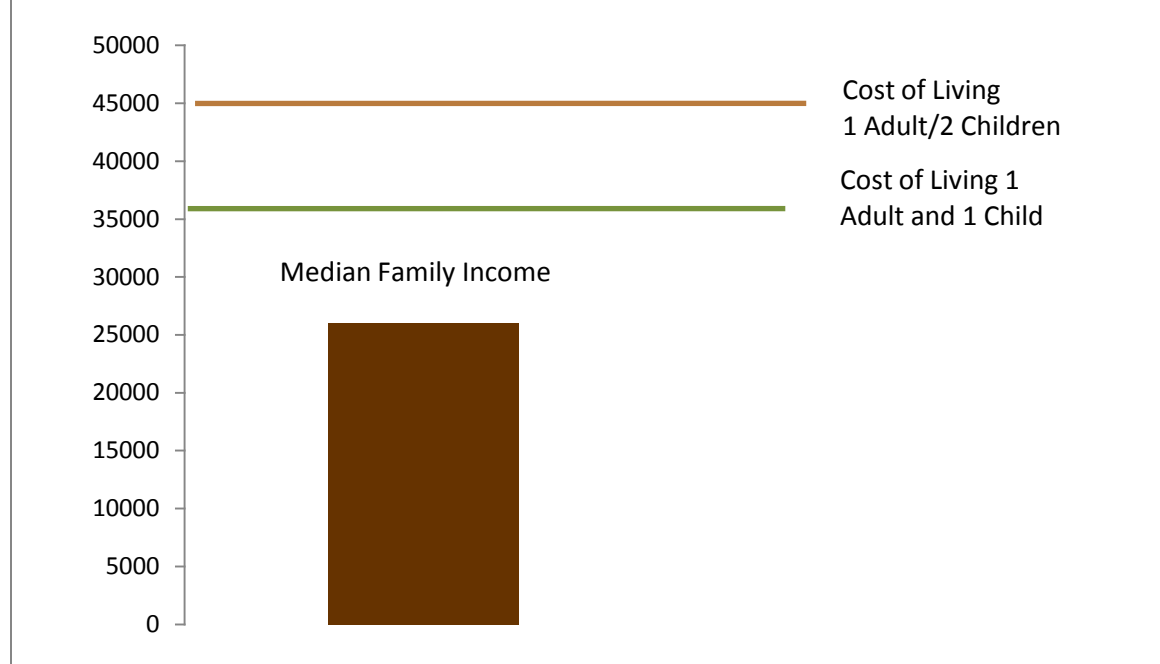


Figure 28: Median Family Income for Minnesota Female-headed Households with Children, Compared to Cost of Living, 2008



Obviously, this example includes two earners. A single mother with two children must earn \$21.69 per hour to cover basic costs. Sixty-five percent of Minnesota jobs pay less.⁵⁸

In fact, **Minnesota female-headed households have the lowest median income of any household configuration ~ family income for these households was just \$26,000 in 2008.** This compares to \$87,890 for married couple families with children and \$40,953 for male-headed households with children (Figure 28).

These lower-income levels place 32.7% of female-headed households with children below the federal poverty line, compared to 3.3% of married families. While the median income level for single mothers is above the federal poverty line, it is \$11,000-19,000 below basic costs. These costs include some of the highest childcare and housing expenses (relative to income) in the country.

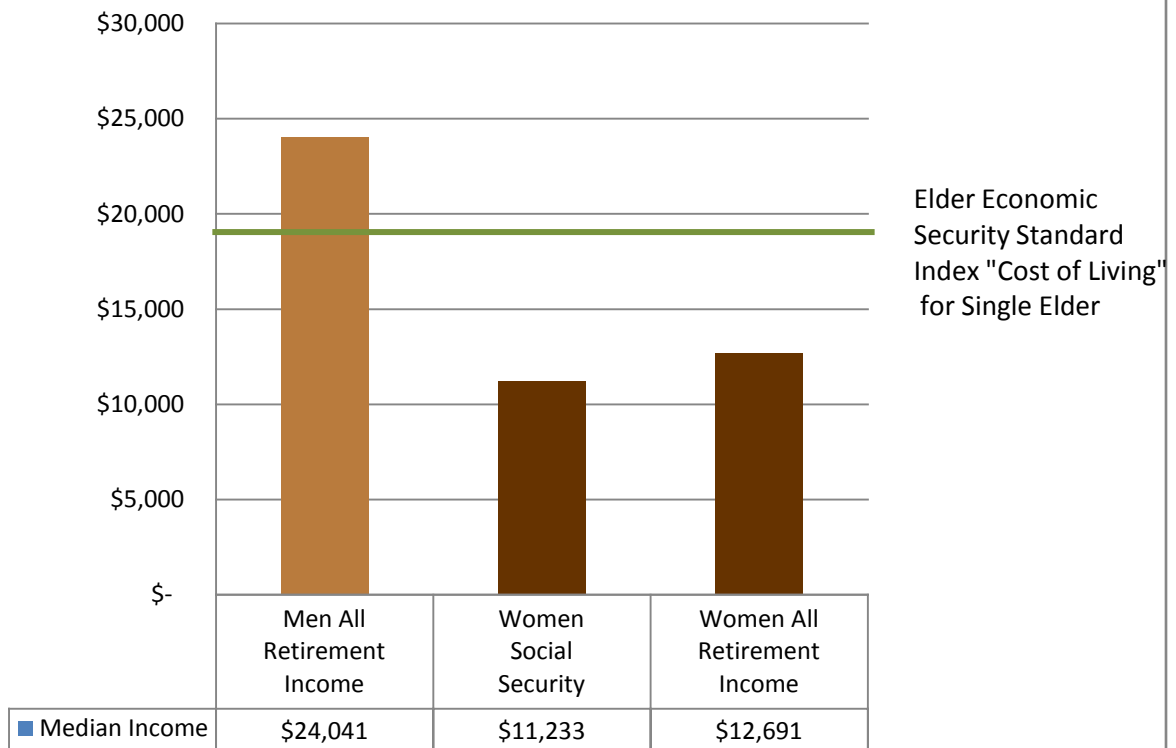
Many of these families depend on child support to make ends meet. While Minnesota is considered a national leader in child support enforcement, placing it 13th highest in collections nationally, the average debt owed to custodial parents in 2006 was \$8,160. Accumulated unpaid child support in Minnesota is estimated at \$1.6 billion. In 2006, 25% of child support orders had no payments.⁵⁹ Most single-parent households with ordered support are women, 88.5% in 2008.⁶⁰

Older women in Minnesota are also at higher risk than older men of falling below income levels needed maintain homes and meet basic needs. In Minnesota, more than twice as many senior women than senior men live below the poverty line ~ 36,831 compared to 15,485 men ~ with **senior women earning just over \$11,233** a year in social security benefits. When other retirement income is added in, median income rises to just \$12,691 (see Figure 29).

Retired men have an average social security benefits total of \$15,202, and with all retirement income factored, a median annual income of \$24,041. This level of income places elder Minnesota men in an “economically secure” position. Women over 65, however, face a \$7,000-8,000 gap between their income and economic security (defined by the Minnesota Elder Economic Security Index).

While many factors contribute to this gap, a prominent one is disproportionate care giving. Social security benefits for women are negatively affected by time out of the workforce for care giving. On average U.S. men have worked 44 years in their lifetime, compared to 32 years for women.⁶¹

Figure 29: Median Income for Elder Minnesotans compared to cost of living, 2008



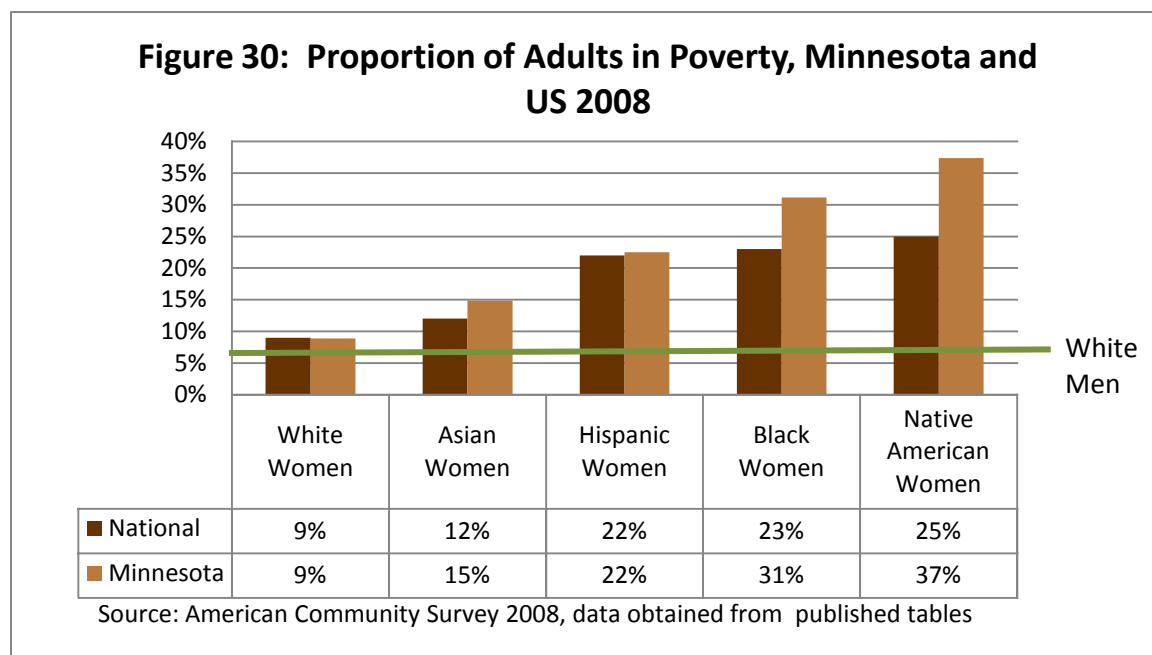
Source: Minnesota Women's Consortium and Wider Opportunities for Women

Table 10: Proportion of Minnesotans Living below the Federal Poverty Line by Gender, Race/ethnicity and Age, 2008

	White		Black		Native Am		Asian		Hispanic		All	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Under 18 years												
Male	42,747	8.2	14,001	35.8	3,430	47.8	6,497	22.5	10,795	26.2	72,910	12%
Female	37,790	7.6	12,739	35.5	3,752	47.1	6,157	22.0	10,046	23.3	67,301	11%
18 to 64 years												
Male	98,798	6.8	16,670	23.3	4,124	27.7	7,581	13.7	8,762	13.3	132,926	8%
Female	124,442	8.7	20,260	30.7	6,836	36.4	8,905	15.1	11,883	22.0	165,458	10%
65 years and over												
Male	13,537	5.3	976	31.9	235	23.6	574	16.2	126	5.9	15,485	6%
Female	33,053	11.1	1,834	37.7	917	46.1	665	12.5	1,049	30.5	36,831	11%

Poverty in Minnesota is disproportionately born by people of color. The state's highest poverty rates are among children of color and elderly women of color (see Table 10). The poverty levels for the state's boys and girls are comparable. However, the proportion of women in poverty increases as they age, compared to a decline for men (see Table 10).

In 2008, 47% of Native American children and 46% of Native American women over 65 fell below the federal poverty line. Nearly 36% of African American children and nearly 38% of African American women over 65 fell below the federal poverty line. And Latina older women (30%) were similarly impoverished.



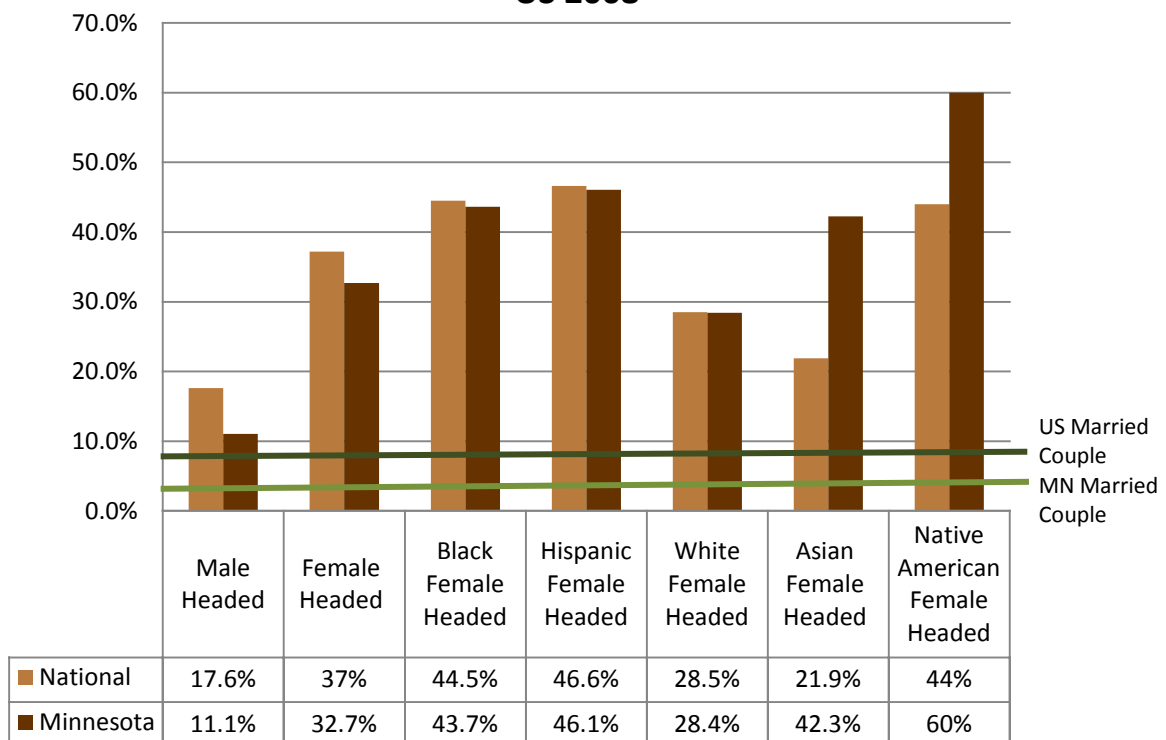
While Minnesota poverty rates match the U.S. as a whole for white and Latina women, **African American and Native American women in Minnesota experience much higher rates of poverty than the national average** (see Figure 30).

Female-headed households of color have among the highest poverty rates, both in Minnesota and nationally (as shown in Figure 31).

Over 60% of Minnesota's Native American female-headed households with children fall below the federal poverty line, followed by 46% of similar households in the Hispanic community, and 44% in among African Americans.

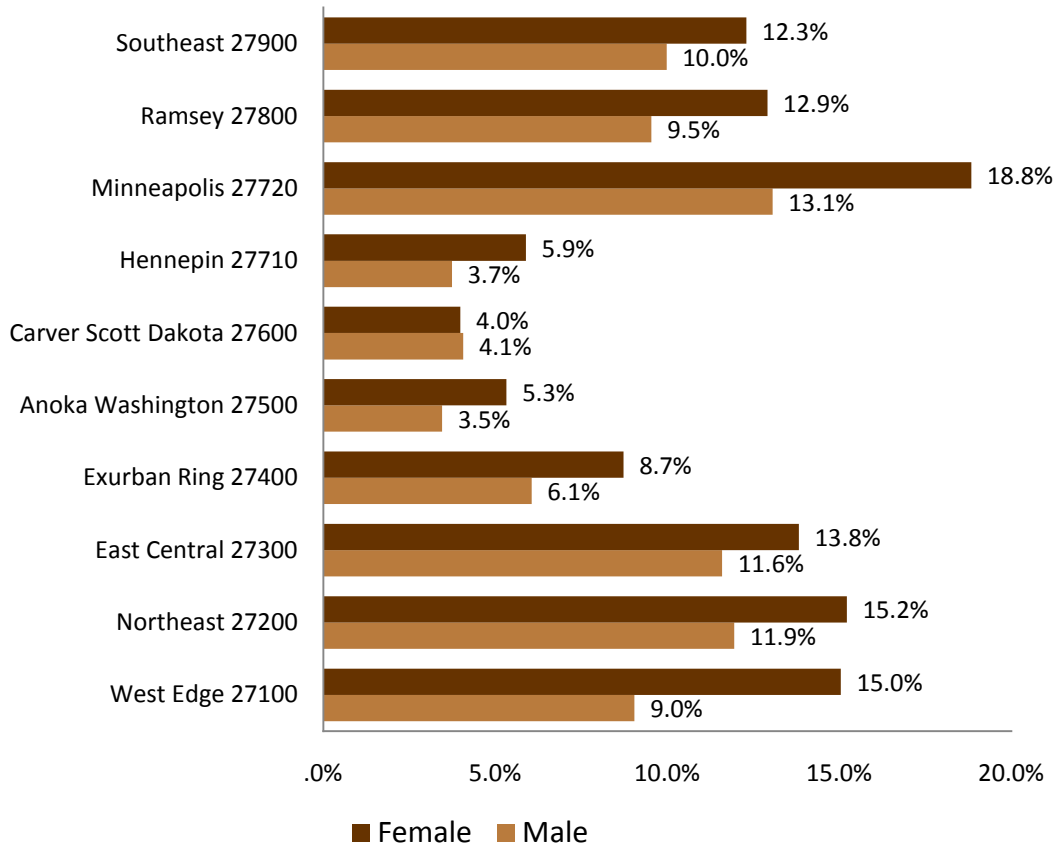
In general, poverty rates for Minnesota female-headed households mirror federal levels, except for two important family types ~ Asian and Native American female-headed families with children. In Minnesota, 42% of Asian female headed households are in poverty compared to 22% nationally; 60% of Minnesota Native American female headed households are in poverty compared to 44% nationally.

Figure 31: Proportion of Families with Children under 18 in Poverty by Family Type and Race/ethnicity, Minnesota and US 2008



Source: Source: American Community Survey 2008, data obtained from published tables

Figure 32: Minnesota Adults (18-65) in Poverty by Gender and Census Region, 2008



Source: American Community Survey 2008, data obtained from IPUMS-USA Minnesota Population Center, analysis by the Center on Women and Public Policy

The highest levels of poverty are in Minneapolis, and rural and urban regions. After Minneapolis (with 18% of women in poverty), the highest poverty rates for women can be found in Western and Northeastern Minnesota where 15% of adult women under 65 are below the poverty line. The lowest poverty levels are in suburban and ex-urban areas.

In all areas, except Carver, Scott and Dakota counties, adult women are more likely to be in poverty than men (Figure 32 and Table 11, see map of regions on Page 4). The largest gaps between men and women are found in Minneapolis and the western edge of the state.

Ninety-four percent of Americans agree that “people who work full-time should be able to keep their families out of poverty.” Yet 30% of Minnesota mothers who are below the poverty line work full-time and another 18% work more than 20 hours per week.

Nationally, two thirds of minimum-wage earners are women, earning \$7.25 an hour. In her bestselling book *Nickel and Dimed*, author Barbara Ehrenreich describes her attempts to eek out a living as a single woman without children on the wages paid to most low-income workers in America (less than \$9 per hour). Interestingly, **of the three communities she lived in, the Twin Cities was the only one where she just couldn't survive financially, largely because of the lack of affordable housing.**

Many of these low-wage jobs are in the retail and service industries, filling the needs that allow two-earner families to function. Ehrenreich argues that women's entrance into the workforce has been dependent on the *underpaid* labor of others (mostly women) and calls these women the greatest philanthropists in our society: "Anonymous donors, a nameless benefactor, to everyone else."⁶²

One group of these "anonymous donors" is childcare workers in Minnesota, who as discussed earlier make a non-living wage of just \$9.22 an hour, on average.

Table 11: Proportion of Minnesotans Living below the Federal Poverty Line by Gender, Region and Age, 2008

	Children Under 18		Adults(18-64)		Seniors (65 plus)	
	Male	Female	Male	Female	Male	Female
West Edge 27100	7688	10564	12489	19682	1981	6325
	15.1%	20.4%	9.0%	15.0%	6.1%	15.0%
Northeast 27200	6689	5124	14220	18650	1497	3139
	15.1%	12.7%	11.9%	15.2%	5.2%	8.6%
East Central 27300	8002	9682	16962	19246	1910	5568
	14.6%	17.7%	11.6%	13.8%	6.8%	15.8%
Exurban Ring 27400	4627	5996	10457	14954	1323	3308
	6.4%	8.6%	6.1%	8.7%	4.7%	10.0%
Anoka Washington 27500	3137	3079	6298	9462	1244	2205
	4.3%	4.3%	3.5%	5.3%	5.8%	8.8%
Carver Scott Dakota 27600	3103	5521	8172	7903	551	1182
	3.8%	6.9%	4.1%	4.0%	2.7%	4.4%
Hennepin 27710	7049	6285	7881	12363	362	2730
	8.2%	7.2%	3.7%	5.9%	1.3%	7.2%
Minneapolis 27720	13268	8852	20295	28581	2294	3851
	25.6%	19.5%	13.1%	18.8%	11.4%	13.5%
Ramsey 27800	11522	12267	14115	19969	1485	4706
	19.1%	21.1%	9.5%	12.9%	5.6%	13.0%
Southeast 27900	6687	7343	15001	17278	2689	3222
	12.1%	12.6%	10.0%	12.3%	9.3%	8.3%

At the Women's Foundation of Minnesota, we aspire to a day when women and girls experience the world as a safe place.

SECTION 2

Safety and Security

OVERVIEW

While we celebrate the progress that has been made to reduce the number of Minnesota women and children that suffer from sexual and physical violence each year, the data suggests that significant work remains.

The related effects of this violence for women and girls – and particularly women and girls of color – include mental health issues, such as depression and suicidal thoughts and attempts, teen pregnancy, and substance abuse. The normalization of violence in our culture exposes women and girls to date rape, domestic violence and to girls being prostituted in our state.

These negative outcomes rest on a foundation created by people, just like us. So since we created it, we can re-create it. Women's Foundation of Minnesota grantee, **TADA (Teens Against Dating Violence)**, is doing just that. This girl-led program in Milaca, Minn. is opening girls' and boys' eyes to the long-term impact of the violence that many now think is normal.

In Red Wing, Minn., girls involved in **Higher Self** ~ a former Women's Foundation girlsBEST (girls Building Economic Success Together) Fund grantee ~ are challenging the body images and negative stereotypes of women and girls in the media.

You can help, too. In less than 30 minutes, there are things you can do in your own community to help build a world that is safe for women and girls (*see box*).

WHAT YOU CAN DO in 30 minutes or less

Create a world that is safe for women and girls

- Pay attention to the way others in your life talk about women and girls, and challenge racist, sexist and/or homophobic comments.
- Watch TV and movies with the children and youth in your life, and use instances of sexualization and objectification to raise awareness.
- Boycott Craig's List, the number one place that lists ads for escort services that prostitute girls and women.
- Boycott restaurants (ex., Hooters) and clothiers (ex., Abercrombie) that objectify girls and women.
- Don't buy magazines that objectify women through ads or content.
- Visit www.girlpower.gov to educate yourself and the young women in your life about the tyranny of the unattainable body image.
- Educate the men in your life about how they can help change boys' attitudes (and their own) about sexual and domestic violence: <http://bit.ly/awbyX3>.
- Educate yourself and others about child sex trafficking in Minnesota. Reach out to vulnerable girls and women in your life you think may be at risk.
- Consider "clean hotels" that don't offer pay-per-view pornography: <http://bit.ly/bXbzQO>.
- Call your child or grandchild's school and insist that sexual and domestic abuse is addressed in health education material.
- Support organizations working to end domestic and sexual violence in the state.

SEXUALLY TOXIC MEDIA ENVIRONMENT

Even modern female cartoon characters have “more cleavage, less clothes, and are depicted as ‘sexier’” than those of previous generations

In their Task Force Report on the Sexualization of Girls, the American Psychological Association (APA) lays out a compelling case for the role sexualization of women and girls plays in sexual violence and exploitation in our state and nation. They conclude: “**The sexualization of girls may not only reflect sexist attitudes, a societal tolerance of sexual violence, and the exploitation of girls and women but may also contribute to these phenomena.**”

The APA Task Force on Sexualization proposes that girls and women are sexualized daily in three interwoven spheres:

- (1) Society at large, where sexualized representations of girls and women suggest that sexualization is good and normal.
- (2) Interpersonally, when girls and women are encouraged by family members, partners and peers to be sexual objects.
- (3) Internally, if girls assume standards for sexualized appearance and behavior conveyed by society and the people with whom they are close.⁶³

The APA report focuses heavily on the role media play in modeling and setting norms. They argue: “Massive exposure to media among youth creates the potential for massive exposure to portrayals that sexualize women and girls and teach girls that women are sexual objects.”⁶⁴

Table 12: Proportion of Minnesota Students Watching TV, DVDs or Videos (MN Student Survey)

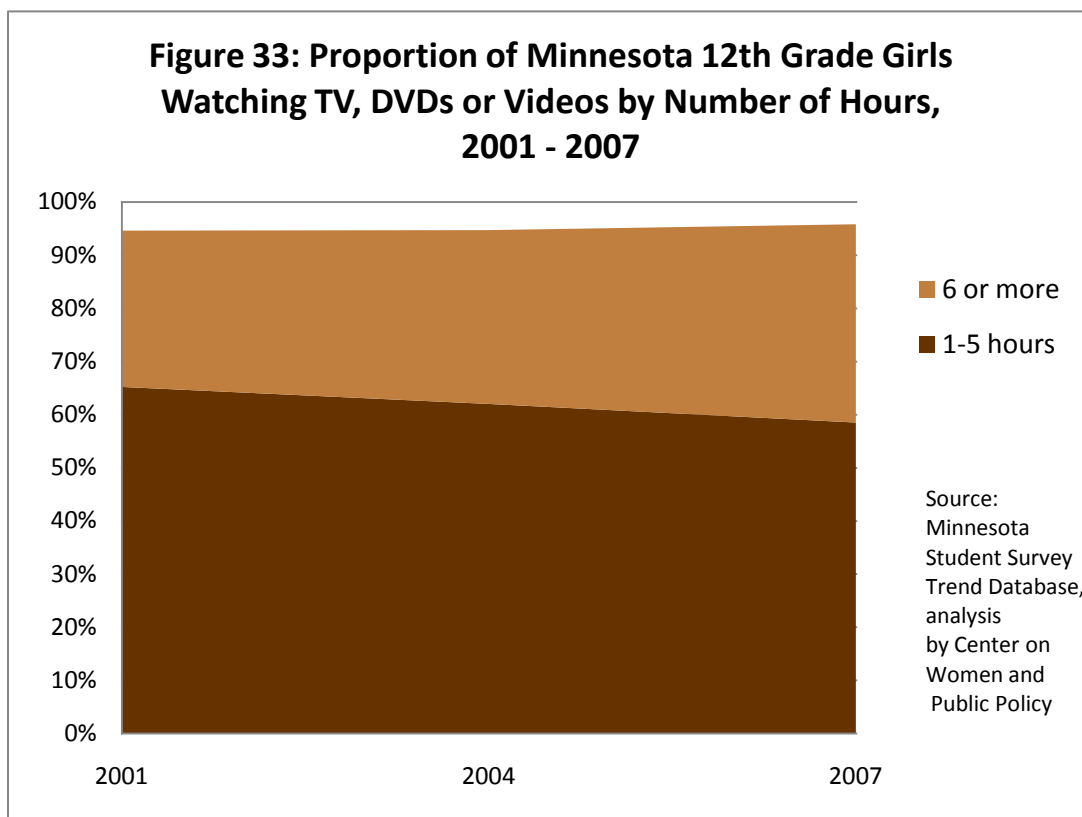
Grade	Hours	2001		2004		2007	
		Boys	Girls	Boys	Girls	Boys	Girls
6	1-5 hours	53%	63%	54%	63%	56%	62%
	6 or more	44%	34%	43%	33%	41%	34%
9	1-5 hours	46%	59%	47%	57%	44%	54%
	6 or more	51%	37%	50%	40%	53%	43%
12	1-5 hours	49%	65%	50%	62%	48%	59%
	6 or more	47%	29%	45%	33%	49%	37%

In every medium, including children’s TV shows and G-rated movies, research shows that women and girls are portrayed in sexualized ways. Research on prime-time TV shows reveals that 84% contained at least one incident of sexual harassment, including demeaning terms for women or sexualizing their bodies.⁶⁵

Music videos “drive home the point that being a successful sexual object is the way to be perceived as mature and successful in the music industry” and too many lyrics explicitly degrade women, particularly in rap music.⁶⁶

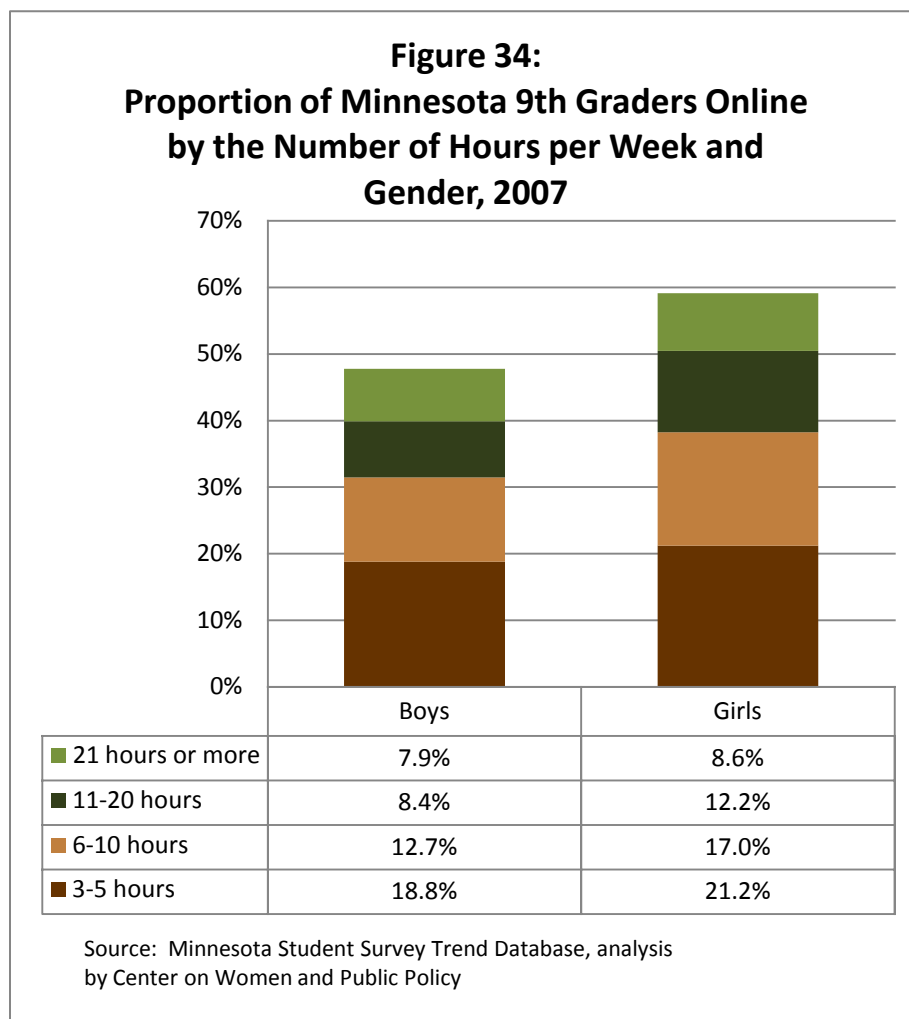
As discussed in the mental health section of this report, modern female cartoon characters have “more cleavage, less clothes, and are depicted as ‘sexier’” than those of previous generations.⁶⁷ Many magazines frame self-improvement efforts as desirable primarily to attract and keep the attention of men. Even articles on physical fitness are “centered on the need for girls to increase their sexual desirability through exercise rather than on improving their health and well-being.”⁶⁸ Sports media are increasingly turning female athletes in to sex objects. In 2004, for example, eight Olympic athletes posed in Playboy magazine. Advertising and the internet contribute in significant ways and products such as dolls, clothing and cosmetics highlight and push sexuality on girls at younger and younger ages.⁶⁹

Our analysis of Minnesota Student Survey responses shows that **Minnesota girls and boys are spending significant amounts of time immersed in the sexualized media world** just described.



Virtually all girls (96-97%) spend some time each week watching TV, DVDs and videos, with 9th grade girls more likely than their 6th or 12th grade female counterparts to spend 6 or more hours. At the 9th and 12th grade levels, the proportion of girls spending six or more hours weekly engaged in this form of media has consistently increased, from 37% of 9th grade girls in 2001 to 43% in 2007. **While overall exposure has remained fairly consistent, the amount of time is increasing** (Figure 33).

Online internet time spent is also high, especially for 9th grade girls. **In fact, MN Student Survey data reveals that online time is higher for girls than boys** (Figure 34). Twenty-one percent of 9th grade girls in Minnesota are online 11 or more hours per week (>1.5 hrs/day). Another 17% report their online time at 6-10 hours per week (1+hrs/day). This is interesting since in all other forms of media other than the internet (especially video games), boys report more hours spent in front of a computer or TV screen than girls. National research puts the average time spent by boys at one hour per day visiting web sites, listening to music, playing games, and watching videos online.



BODY DISSATISFACTION

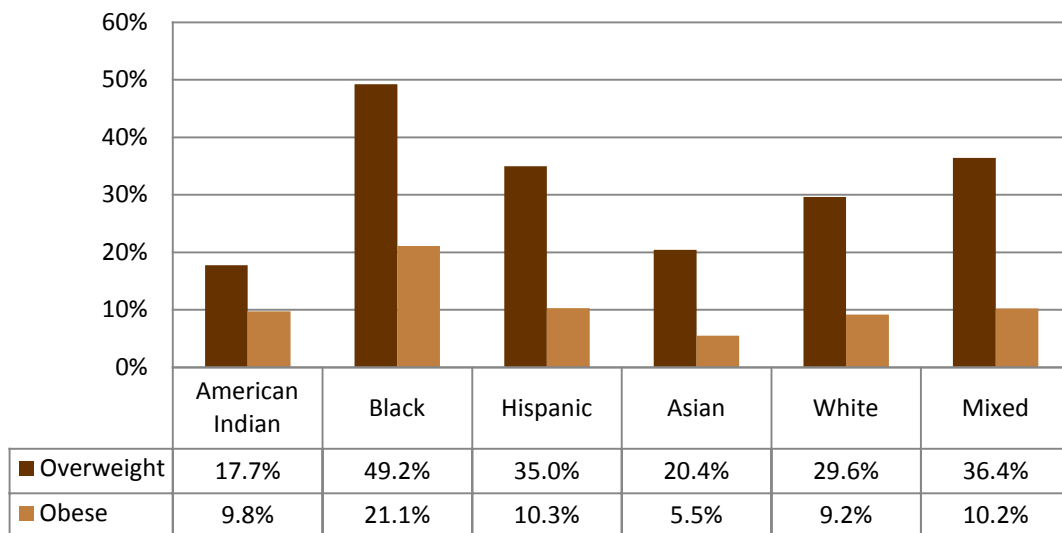
Everyone, including parents and peers, contributes to the obsession with thinness and a “culture of dieting.”

Personal relationships also contribute to the sexualization of girls and women. While a focus on idealized body images and sexualization are not the same thing, they are often connected. Research shows that everyone, including parents and peers, contributes to the obsession with thinness and a “culture of dieting.”⁷⁰

For her book *Fat Talk*, anthropologist Mimi Nichter spent three years interviewing middle school and high school girls—lower-middle to middle class, white, black, and Latina—about their feelings concerning appearance, their eating habits, and dieting. Through these interviews she identified racial differences. “White mothers routinely engaged in ‘fat talk’ about their own bodies and the bodies of their daughters.”⁷¹ The researchers concluded that “girls seemed to be surrounded by excessive concerns over physical appearance and talk of feeling fat.”⁷²

However, **African American girls received different and more positive messages about their appearance from their parents.** These 8th and 9th grade girls reported greater body satisfaction and self-esteem and less concern about their weight.⁷³

Figure 35: Proportion of Overweight Minnesota Girls (Grade 6, 9 and 12) that Report their Weight as "About Right" by Race/ethnicity, 2007



Source: Minnesota Student Survey Trend Database, analysis by Center on Women and Public Policy

An analysis of Minnesota Student Survey data reveals similar racial differences as summarized in Figure 35. Nearly half of all surveyed African American girls who were overweight (based on BMI calculations) reported that their weight was “about right,” compared to 29% of overweight white girls. While these findings may have important and potentially negative physical health implications, they point to the power of parental feedback in how girls perceive themselves and their bodies. **Black 9th grade girls in Minnesota also have lower depression rates than other girls of color and white girls, and the lowest rates of suicide ideation and attempts among all girls** (see the Mental Health section of this report for a full discussion).

The prevalence of the unattainable “ideal body image” linked to sexual attractiveness results in negative physical and mental health outcomes for Minnesota girls and women, as discussed throughout this report.

Research shows that “sexualization and objectification undermine confidence in and comfort with one’s own body, leading to a host of negative emotional consequences, such as shame, anxiety and even self disgust.”⁷⁴

The APA Task Force Report on the Sexualization of Girls cites 38 experimental studies and 32 surveys that find statistically **significant harmful connections between exposure to “ideals of sexual attractiveness in the media” and body dissatisfaction among girls and women.** Even teachers have been shown to contribute by promoting the “thin ideal.” For example, one study showed that “heaviness and body ‘bulk’ were negatively correlated with teachers’ ratings of girls’ competence, but positively correlated with their ratings of boys’ competence.”⁷⁵

Peers play a critical role in the process, reinforcing societal and adult expectations. Girls “police” each other “to ensure conformance with ideals of thinness and sexiness.” Several studies show that girls equate popularity with sexiness and attention from their male peers, and that peers “play a very direct role in the sexualization of girls, making sexual commentary and evaluation in school.”⁷⁶ This often girl-on-girl form of commentary can include applying the devastating label “slut” to girls that are a threat in some way or step outside the norms.⁷⁷

SEXUAL HARRASSMENT

Studies suggest that boys exposed to sexualized portrayals of girls may be more likely to commit sexual harassment.

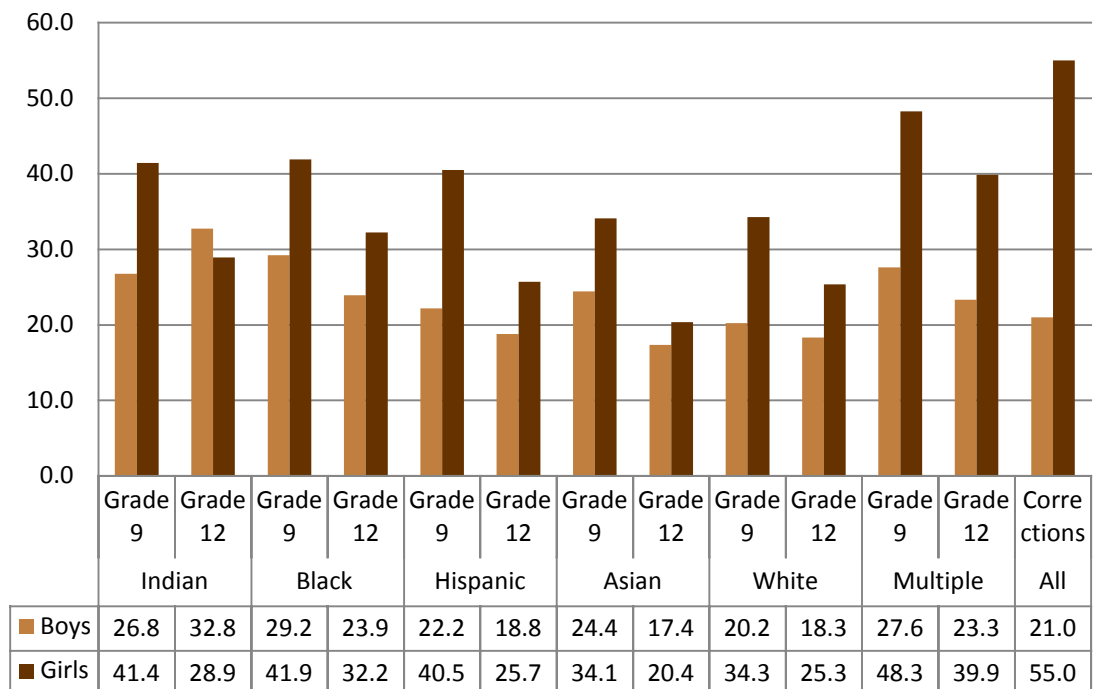
Sexual harassment between peers is common nationally, as reported in the AAUW study “Hostile Hallways” (2001). The study found that 63% of girls nationally experienced sexual harassment, most commonly sexual jokes, comments and gestures or being touched or grabbed in a sexual way.⁷⁸

Minnesota girls also report this type of harassment and do so more frequently than boys, particularly girls of color, 9th grade girls, and girls with female sexual partners.

Between 23-30% of 9th grade Minnesota girls reported in 2007 that they had been touched, grabbed or pinched in a sexual way. And four in 10 black, Hispanic, Native American or mixed-race girls received unwanted sexual comments, jokes or gestures (Figure 36). These girls are subjected to historical negative stereotypes about the sexuality of women of color.

In the Task Force report, the APA makes the point that “sexual socialization is profoundly heterosexual and heteronormative.”⁷⁹ Sexual stereotypes are also likely to have a disproportionately negative effect on girls with an alternative sexual orientation. An analysis of Minnesota Student Survey data shows that 56% of girls who said they have had one or more female sexual partners reported “unwanted sexual comments, jokes and gestures.”

Figure 36:
Proportion of students receiving unwanted sexual comments, jokes, gestures by race/ethnicity and gender , 2007



Source: Minnesota Student Survey Trend Database, analysis by Center on Women and Public Policy

Several studies link the sexualization of girls to sexual harassment. “Taken together, these studies suggest that boys exposed to sexualized portrayals of girls may be more likely to commit sexual harassment.”⁸⁰

Research suggests that “the consequences of sexual harassment are far reaching, can be long lasting and move beyond psychological effects on girls to educational consequences.”⁸¹ This research shows **that sexual objectification can affect cognitive functioning**. “Self objectification literature suggests girls’ preoccupation with appearance ties up cognitive resources.”⁸²

Various replications of a famous “Swim Suit” study make this point powerfully. Male and female college students are asked to wear either a swim suit or regular clothes, and are then placed in a room with a mirror to complete a math test. The young women in swim suits perform significantly worse on the test than those in regular clothes. The male students either have a positive or neutral outcome on the test, regardless of their attire.

Versions of this research confirm that these “cognitive impairments” occur across racial/ethnic groups and “extend beyond mathematics to other cognitive domains.”⁸³ Some research also shows that girls who pursue male-identified professions are least preferred as romantic partners and those in non-traditional careers such as chemist, engineer or computer programmer who present a “sexy” image are penalized and perceived as less competent. This has important ramifications for strategies to change the clustering of Minnesota women in low-wage occupations.

Sexualization of girls and women can also have a negative effect on men and boys. Research shows that “exposure to narrow ideals of female sexual attractiveness may make it difficult for some men to find an ‘acceptable’ partner or to fully enjoy intimacy with a female partner.” Objectifying TV shows, pornography and other sexualized content can lead men to rate real women less favorably and treat women like sexual objects, which impairs their ability to have healthy intimate relationships.⁸⁴

VICTIMIZING THE VICTIMS: Justice for Girls Escaping Violence

One of the many consequences of childhood abuse is the growing number of girls showing up in the state's juvenile justice system. The Minnesota Department of Public Safety - Office of Justice Program's report, *Youth in Minnesota Correctional Facilities* (2009), paints a distressing portrait of the girls who end up in this system.

The trauma they faced prior to arrival in the justice system is nothing less than heart breaking – a majority of these girls have been subjected to physical or sexual abuse at the hands of family members, outsiders, and dates. Left unaddressed by other systems, they find themselves inappropriately in the only place left: a jail cell.

According to the National Child Traumatic Stress Network, "there appears to be a link between the experience of abuse and neglect, the lack of appropriate treatment and the behaviors that led to arrest." In fact, most girls enter the justice system because they have committed the "status" offenses of curfew and runaway. According to the Office of Justice Programs, "In 2007, females accounted for one third of all juvenile arrests in Minnesota. Girls were roughly half of the arrests for the 'status offenses' of curfew and runaway, however."

Both boys and girls who have been physically or sexually abused are two to three times more likely to run away from home than their abuse free counterparts. Of those girls in the juvenile justice system that completed the Minnesota Student Survey 68% had run away from home, compared to 33% of boys in the system.

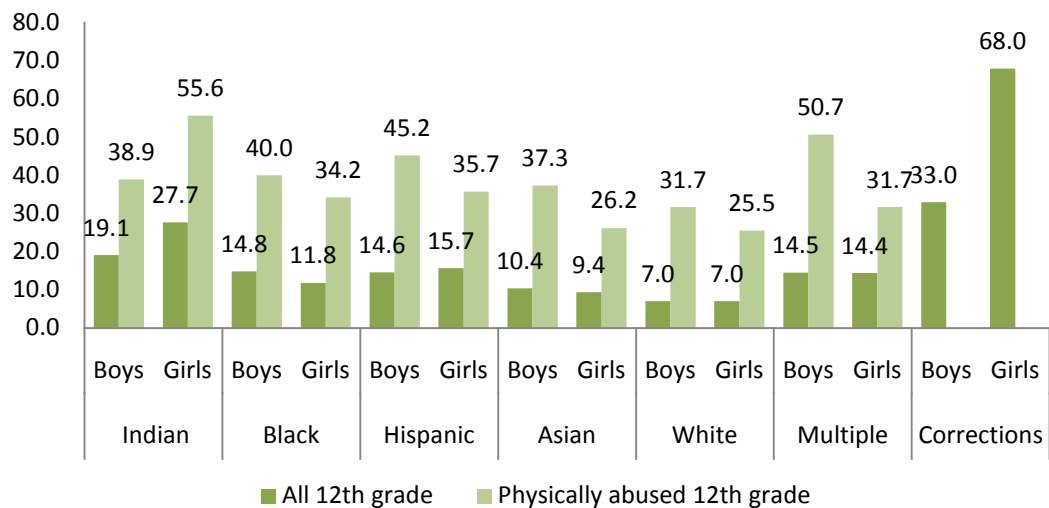
With victimization levels two to three times higher than boys in the same system, these girls are often re-victimized by a system not prepared to meet their specific needs. "Studies have consistently found that among those that are exposed to trauma, females are more likely than males to develop mental health problems as a result." Research shows that connection with others is "a central organizing feature of development in girls" and "much of the trauma they face is interpersonal and relational in nature." Given the kinds of trauma these girls face, they "need to feel physically and psychologically safe."

Unfortunately many of the key characteristics of the justice system, such as seclusion/isolation, restraints, or loss of privacy, can actually "re-traumatize" or "re-victimize" these girls.¹ "Despite the prevalence of mental health problems, diagnosis is rare and girls are left to deal with issues of sadness, isolation and childhood trauma on their own."

Girls are also more likely to be sexually victimized in juvenile facilities. According to the Juvenile Offender and Victims 2006 National Survey, girls were 11% of the population but were 34% of substantiated sexual abuse cases.

Fortunately, successful gender-specific programs have been developed, including Radius which is being used in Hennepin and Ramsey counties. Such programs help girls “negotiate gender and family roles, determine appropriate boundaries in relationships and avoid conflict and violence in dating relationships.” They can also include “developmentally reparative experiences” that help them deal with the abuse and trauma of their past and work on issues like “identity, trust, safety, body image, physical self care, peer group selection and engagement and sexuality.”

Proportion of Minnesota 12th Graders that Ran Away from Home Last Year by Race/ethnicity, and Corrections and Physical Abuse Status, 2007



SEXUAL VIOLENCE

At the extreme, sexualization contributes to a “sexually toxic environment” that leads to sexual violence

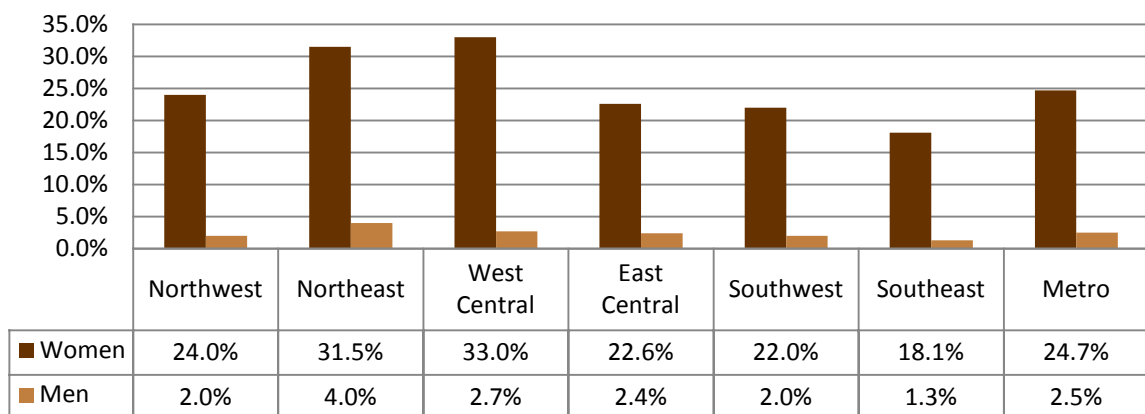
The National Sexual Violence Resource Center lists five kinds of norms that contribute to an environment where sexual violence can occur:

1. **Gender Roles:** Limited roles, objectification and oppression of women.
2. **Power:** Value placed on claiming and maintaining power.
3. **Violence:** Tolerance of aggression and blaming the victim.
4. **Masculinity:** Traditional constructs of manhood, including domination, control and risk-taking.
5. **Privacy:** Individual and family privacy that fosters secrecy and silence.⁸⁵

To the extent that sexualized media images create a climate that normalizes and condones sexual harassment, sex role stereotyping, interpersonal violence, adversarial sexual relationships and the “rape myth” (women invite rape through their behavior), it contributes directly to the high rates of sexual victimization and exploitation too many Minnesota women and girls experience.

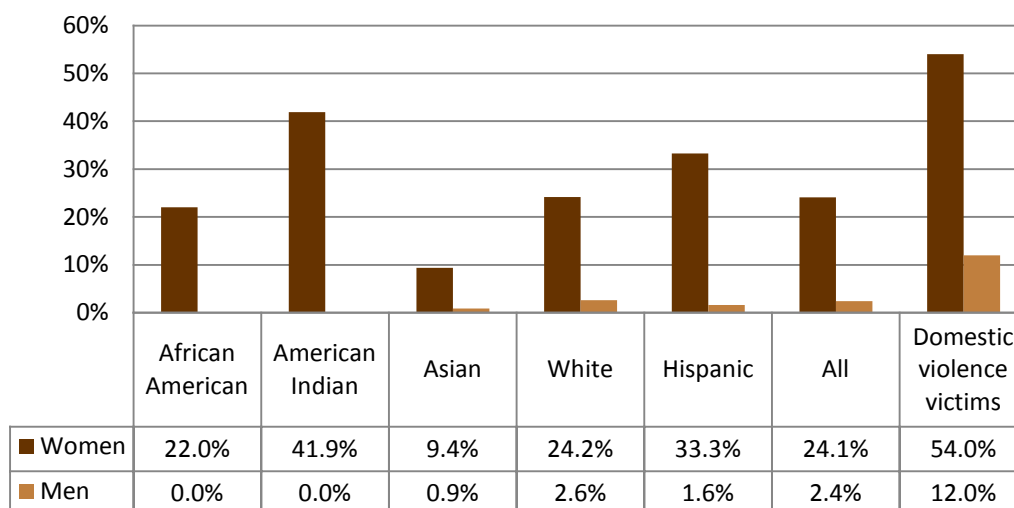
Based on the 2008 Minnesota Crime Victim Survey, **a quarter of adult women report that someone forced them or attempted to force them to have sexual intercourse at some point in their life** (Figure 6). The proportion of lifetime victims varies across the state, from a low of 18% in southeast Minnesota to a high of one-third in West Central Minnesota (as shown in Figure 37).

Figure 37: Proportion of Minnesota Adult Victims of a Rape Crime Sometime in Life by Region, 2007



Source: 2008 Minnesota Crime Victim Survey, analysis by the Center on Women and Public Policy.
Sample size is small for some subgroups, rape crime includes attempted rape

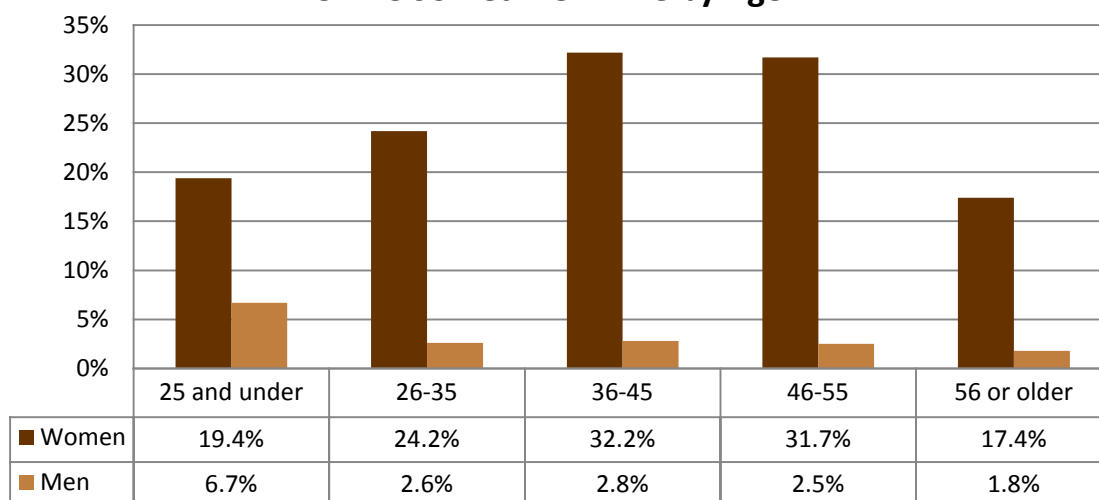
Figure 38: Proportion of Minnesota Adult Victims of a Rape Crime Sometime in Life by Race/ethnicity and Gender, 2007



Source: 2008 Minnesota Crime Victim Survey, analysis by the Center on Women and Public Policy. Sample size is small for some subgroups, rape crime includes attempted rape

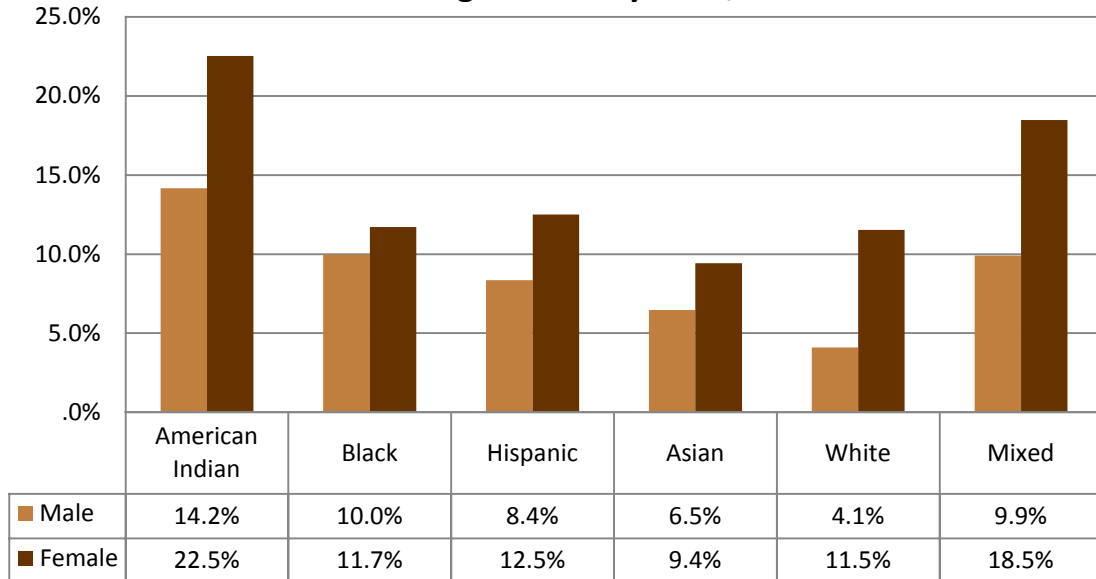
Older women have higher lifetime rates, roughly a third of middle-aged women (36-55 years old) have been victims at some point (Figure 39). A higher proportion of Native American women (42%) have experienced a rape or attempted rape, compared to 25% of white women. Asian women have the lowest rates at 9.4% (Figure 38).

Figure 39: Proportion of Minnesota Adult Victims of a Rape Crime Sometime in Life by Age



Source: 2008 Minnesota Crime Victim Survey, analysis by the Center on Women and Public Policy. Sample size is small for some subgroups, rape crime includes attempted rape

Figure 40: Proportion of Minnesota 12th Graders "Forced to Do Something Sexual" by Date, 2007



Source: Minnesota Student Survey Trend Database, analysis by Center on Women and Public Policy

Studies show **most rapes are committed by “acquaintances” and “non-strangers,” rather than the much less common stereotype of a stranger in a ski mask.**⁸⁶

While the number of Crime Survey respondents that reported a 2007 rape crime is small (n=22), none of them listed a stranger as the perpetrator, and 41% (n=9) said that the perpetrator was an intimate partner.

Often this type of crime is part of a broader pattern of domestic violence and domestic violence victims are much more likely than others to experience rape. This type of crime can also be categorized as “date rape,” and sexual assault advocates are concerned that in this form it is often treated like “rape lite,” since “Victims of date rape are typically viewed as less harmed than victims of stranger rape; and ‘date rapists’ are typically viewed as less serious offenders (not sex offenders), and frankly less culpable than stranger rapists.”⁸⁷

Date rape is often minimized as a situation of shared responsibility and “too much alcohol and too little communication,” rarely reported to police or other authorities and even more rarely prosecuted. However, research shows that “undetected” acquaintance rapists are very similar in their motivations to “incarcerated” rapists (who more often fit our standard stereotype). Both have higher than average levels of anger at women and are more interested in dominating and controlling than other men. They are also similar in the predatory and repeated nature of their crimes and both disproportionately come into adulthood as victims of childhood abuse.⁸⁸

According to the 2009 College Student Health survey of Minnesota post-secondary students, 28.5% of Minnesota’s female students who responded to the survey were victims of sexual assault at

some time in their life.⁸⁹ Date rape research is most often conducted on college age students, the group considered most vulnerable to sexual violence. However, about 12% of 12th grade Minnesota girls cite a date related sexual assault on the Minnesota Student Survey. Levels are higher for Native American girls (22.5%) and mixed-race girls (18.5%). The survey asks whether students “have been forced to do something sexual by someone they were going out with,” so the data do not tell us what proportion of these assaults reached the level of penetration or legally defined rape. Nonetheless, **even in high school Minnesota girls are experiencing sexual assault at the hands of intimate partners.**

According to the APA, several studies show a connection between stereotypical attitudes about women’s sexuality and aggressive sexual behavior. This research finds that “exposure to sexualizing and objectifying media has been shown to relate to girls’ and boys’ views on dating, boys’ sexual harassment of girls, and attitudes toward sexual violence.”⁹⁰

CHILD SEXUAL ABUSE

Sexual abuse among Minnesota students is two to three times more common for girls.

While sexual assault and rape are terms used to describe sexual violence between adult strangers, acquaintances or intimate partners, sexual abuse refers to the repeated sexual violation of a dependent, most often although not always a child. Elders or adults with disabilities can also experience sexual abuse.

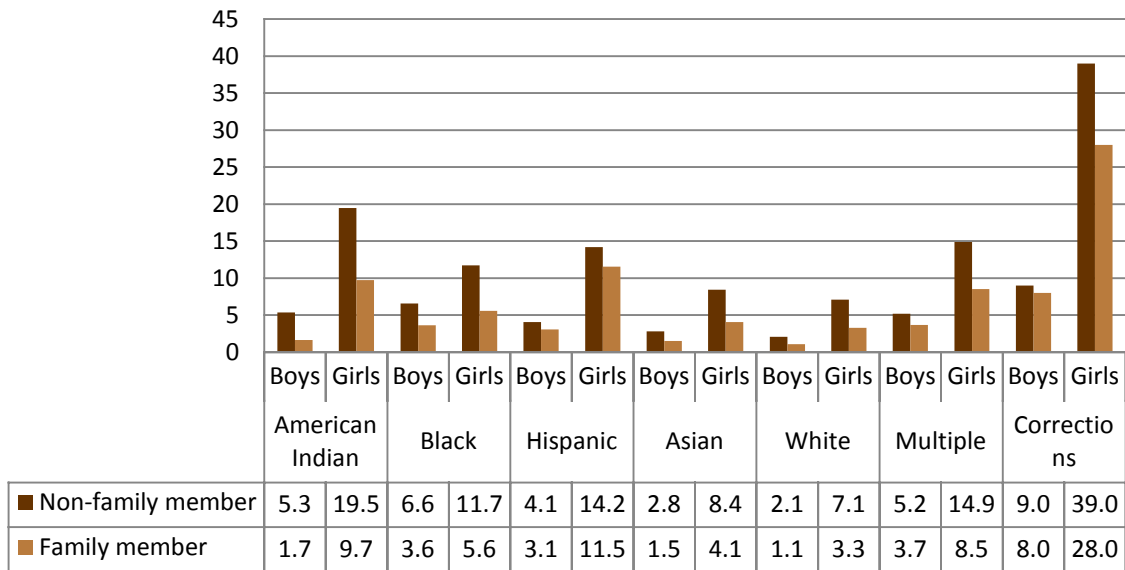
Minnesota Student Survey results show that **sexual abuse among students surveyed (6, 9 and 12th graders) is two to three times more common for girls than boys both inside and outside the home** and peaks in the 9th grade for most subgroups.

Both boys and girls report non-familial abuse at higher rates than abuse that is perpetrated by a family member. Between 30 and 40%, depending on gender and race, of abuse is perpetrated by a family member. Twenty percent of abused boys and 15% of abused girls reported that their sexual abuse occurred with both family and non-family members. **Overall, 11% of Minnesota girls and 4% of boys reported sexual abuse by either a family member or other.**

Girls of color are more frequently victims, particularly Native American and Latino girls. Notably, 9th grade Hispanic girls have the highest rate of familial sexual abuse at 11% and Native American 9th grade girls have the highest rates of sexual abuse outside the home at 19.5% ~ and these rates are increasing in contrast to an overall downward trend (as shown in Figure 43).

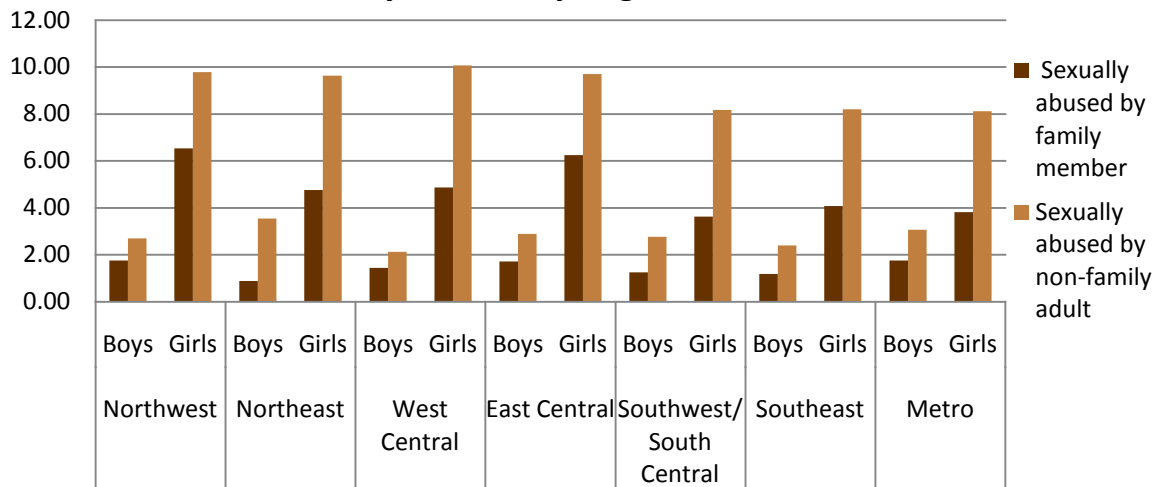
Girls in correctional facilities have the highest rates of all – 39% experiencing sexual abuse outside the home and 28% at the hands of a family member (see Figure 41).

Figure 41: Proportion of Minnesota 9th Graders that have been Sexually Abused by Race and Gender, 2007



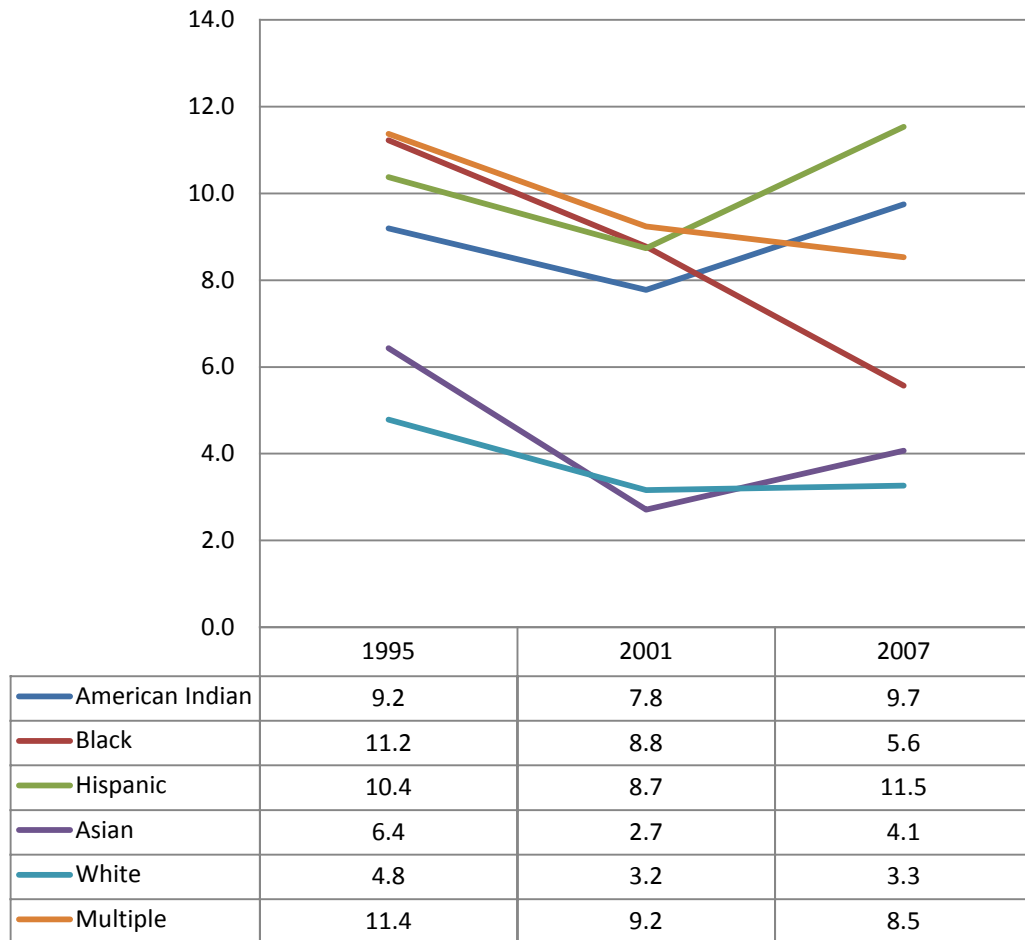
Rural areas of the state have some of the highest rates of childhood sexual abuse, as reported on the Minnesota Student Survey (see Figure 42, see map of regions on Page 110). Approximately 10% of 9th grade girls in northeast, northwest and west central areas of the state report sexual abuse at the hands of a non-family member.

Figure 42: Proportion of Minnesota 9th Graders that have been Sexually Abused by Region and Gender, 2007



Source: Minnesota Student Survey Trend Database, analysis by Center on Women and Public Policy

Figure 43: Proportion of Minnesota 9th Grade Girls that have been Sexually Abused by a Family Member, 1995-2007

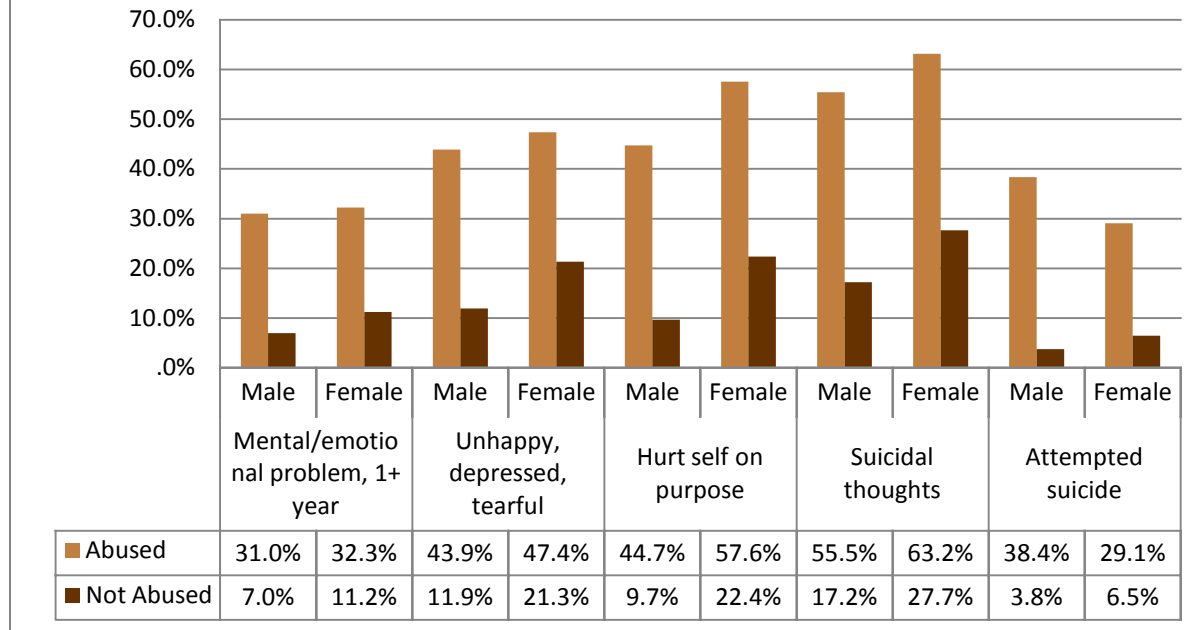


Source: Minnesota Student Survey Trend Database, analysis by Center on Women and Public Policy

It is important to note that reported prevalence of child sexual abuse in Minnesota based on the Minnesota Student Survey is likely just the tip of the iceberg. Child sexual abuse is a difficult phenomenon to measure and it is widely believed that estimates gathered from children significantly understate prevalence.

Studies of adults that ask about childhood abuse reveal higher rates, some as high as 40%. “Adults are more likely to report their own childhood abuse because they no longer live in fear of immediate retaliation from the abuser and they have had time to recover from the psychological effects of living in an abusive household.”⁹¹

Figure 44: Proportion of Minnesota 9th Graders Experiencing Selected Mental Health Problems by Sexual Abuse Status, 2007



Evidence that a child has been sexually abused is not always obvious, and many children do not report that they have been abused. Research shows that “young victims may not recognize their victimization as sexual abuse and almost 80% initially deny abuse or are tentative in disclosing. Of those who do disclose, approximately 75% disclose accidentally. Additionally, of those who do disclose, more than 20% eventually recant even though the abuse occurred.”⁹²

Child sexual abuse has a devastating effect on the victim/survivor and their family, rippling through multiple generations and affecting all in innumerable negative ways.

The many **negative consequences include increases in depression and suicidal thoughts and actions, alcohol and drug use and abuse, sexual activity, and violent behaviors.** All of these behaviors and outcomes spill out into the community and have the potential to keep too many of the state’s young people from achieving their potential and making positive contributions to our state.

According to national research and to Minnesota students who are victims of sexual abuse, emotional problems, depression and suicidal thoughts and actions are a much more common part of their lives (Figure 44). In Minnesota, this means that **sexually abused girls are almost three times more likely than other girls to have an emotional or mental health problem lasting more than a year, twice as likely to be depressed, almost three times more likely to hurt themselves on purpose, two times more likely to contemplate suicide, and five times more likely to attempt**

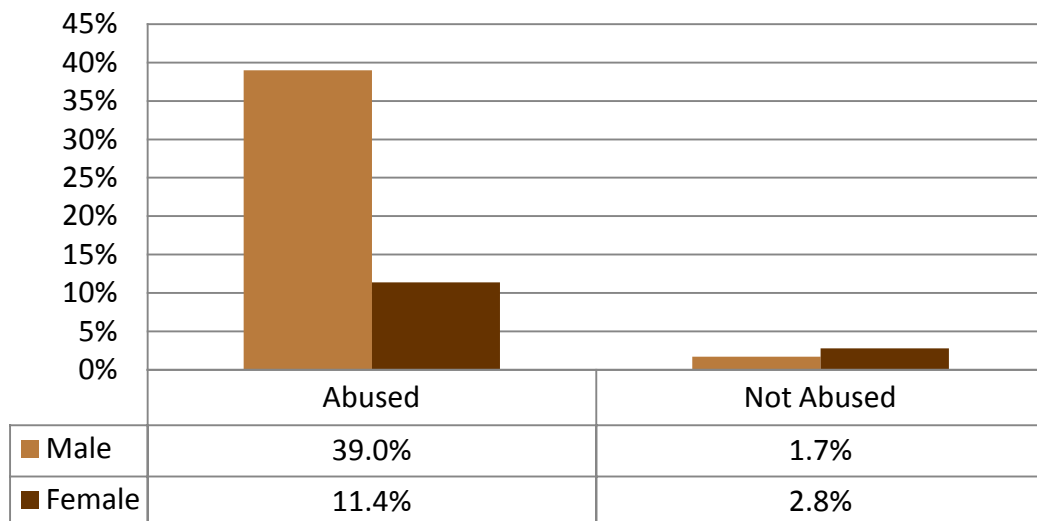
suicide. Boys start out on all of these measures lower than girls, but have similar rates when sexually abused.

According to national studies, “victims of child sexual abuse report more substance abuse problems: 70-80% of sexual abuse survivors report excessive drug and alcohol use.”⁹³ Minnesota’s sexually abused young people are not immune from this negative outcome, especially boys. Girls in our state who have been sexually abused are five times more likely than other girls to have been through drug or alcohol treatment (10.8% compared to 2.1%).

Generally, boys and men are more likely to use and abuse alcohol and drugs, and sexually abused boys are nine times more likely than other boys to have been through treatment at some point in their lives (28.5% compared to 3.6%).

Males who have been sexually abused are more likely to violently victimize others.⁹⁴ This relationship plays out in Minnesota in many ways, including exposing girls and women to date violence. Thirty-eight percent of sexually abused Minnesota boys (grades 9 and 12) reported on the Minnesota Student Survey that they had sexually or physically hurt someone they were going out with, compared to just 1.7% of boys who have not been sexually abused. As already discussed, both undetected and incarcerated rapists are much more likely than other men to have been victims of sexual abuse (Figure 45).

Figure 45: Proportion of Minnesota Students who Physically or Sexually Hurt Someone they were Dating by Sexual Abuse Status, 2007



Source: Minnesota Student Survey Trend Database,

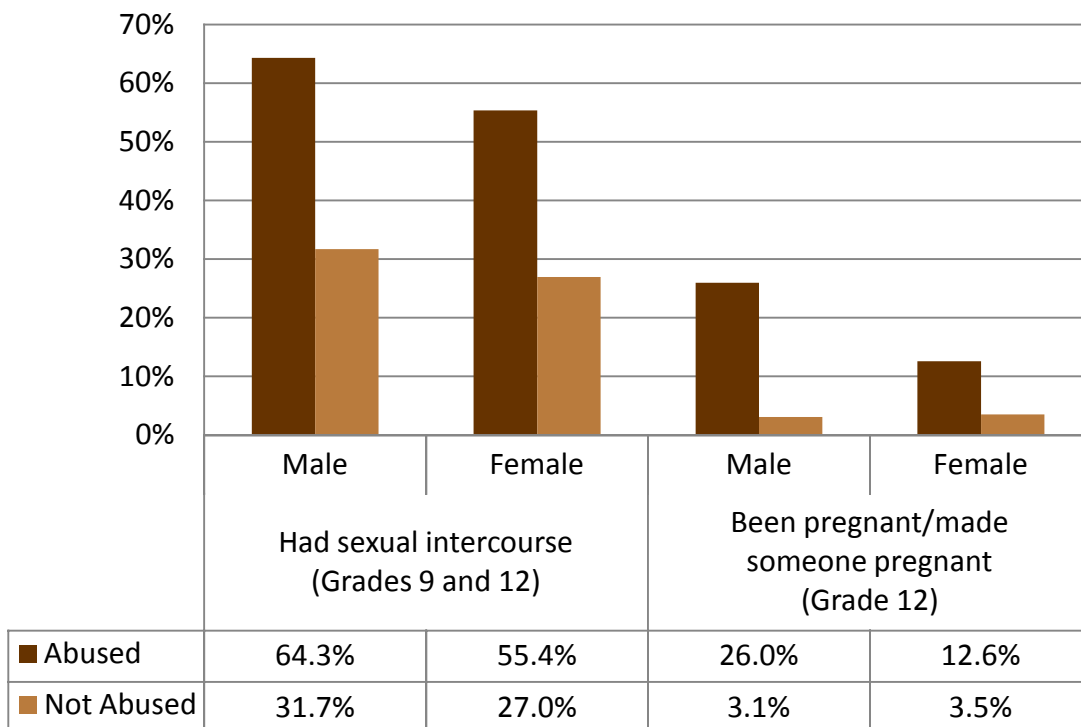
Nationally, women who report childhood rape are three times more likely to become pregnant before age 18.

An estimated 60% of teen first pregnancies are preceded by experiences of molestation, rape, or attempted rape. Victims of child sexual abuse are more likely to be sexually active.^{95 96}

In Minnesota, these consequences play out in the lives of our boys and girls. Minnesota Student Survey responses support these national conclusions (as shown in Figure 46). Sexually abused students (grades 9 and 12) are twice as likely as other students to have had sexual intercourse (perhaps as a function of their abuse).

At the 12th grade level, girls who have been abused are four times more likely to have been pregnant than other 12th grade girls and sexually abused boys are almost nine times more likely to have been responsible for a pregnancy.

Figure 46: Proportion of Minnesota Students Experiencing Potential Sexual Consequences by Sexual Abuse Status, 2007



Source: Minnesota Student Survey Trend Database, analysis by Center on Women and Public Policy

Child Sex Trafficking in the Land of 10,000 Lakes

It's another lovely day in the port city of Duluth, Minn. Positioned along the picturesque shores of Lake Superior, the city of approximately 84,000 people proceeds as it has since it's founding in 1875: with a strong, steady sense of community and pride in the city they've built over generations of hard work in industry, shipping and tourism.

Situated at one end of the Great Lakes, Duluth is a world transportation shipping center of coal, taconite, agricultural products, and steel. At Canal Park, visitors and residents, alike, line along the canal's secure cement walls to watch the famous Aerial Lift Bridge go up and enormous cargo ships from around the world go under to the bay to dock.

At the same time, unbeknownst to most, it's a dangerous time for vulnerable Native American girls in this city, and a lucrative one for those who would benefit from their vulnerability. Because among the sailors, tourists, and others looking to buy sex, a network of sex traffickers (pimps) are only too willing to offer up the girls they have for sale.

In its groundbreaking report, *Shattered Hearts: The Commercial Sexual Exploitation of American Indian Women and Girls in Minnesota*, the MN Indian Women's Resource Center (MIWRC), a Women's Foundation grantee, paints a compelling picture of how prevalent child sex trafficking is in the heart of Minnesota and the mechanisms by which it flourishes, particularly in Native American communities in the Midwest and Canada.

As a society, prostitution is most often defined as a choice, made freely by adult women. The research tells a different story: 90% or more of prostituted women and girls enter before 18. Several studies show an average age of 14. Almost half (42%) of MIWRC's clients involved in commercial sexual exploitation were pulled in when they were 15 years old or younger.

Breaking Free, another grantee of the Women's Foundation, helps women and girls out of prostitution in St. Paul. Vednita Carter, the organization's executive director, places the average age of entry for their St. Paul clients at 13. Most agree that "consent" among these middle-school age girls is a meaningless concept.

How can this happen in Minnesota? According to MIWRC's executive director, Suzanne Koepplinger, "it is a perfect storm of vulnerability." As Congresswoman Carolyn Maloney describes it, "There is a straight line between neglect, child abuse, prostitution, and sex trafficking." Indeed, MIWRC's study found that "[m]any of the advocates described childhood sexual abuse as the key experience setting the stage for Native girls' entry into the sex trade, one that is often the reason girls run away from home and enter prostitution."
(continued)

Girls flee homes where they are being physically and sexually abused, where chemical abuse is wreaking havoc, and their present and future financial options look bleak. They end up homeless and desperate for food and shelter.

Within 36 hours most of them will be approached by a pimp, john or drug dealer. Often, these men lure them in with a “boyfriend” relationship, offering love, comfort, gifts and drugs to ease their pain. Before long, these junior-high age girls are removed from their community, emotionally dependent, and addicted to drugs. Now they are forced by their “protector” to contribute their bodies -- the only thing they have left of worth -- to support the “family.”

In rural communities, some girls are encouraged to leave home, often by their friends, for a more “glamorous life” in the city, or as a dancer in a show. They start out stripping for “easy money” and some control over their lives, but before long they are trapped by club owners that require more and more sexual favors for themselves and their customers.

In Minnesota, a common initiation practice for most gangs involves the gang-rape of a girl or girls to “prove yourself” as worthy of gang membership. The girls are often then expected to contribute to the gang’s economy by being prostituted.

In other cases, landlords exchange badly needed housing for sexual favors for themselves or others. Some girls are even forced into prostitution by a family member, and loyalty and love are traded on to pull girls in to a life of sexual servitude.

Once in, it is difficult to leave. Their ability to earn money is seriously compromised by the lack of a high school diploma, no job skills, and no work history. Not surprisingly, many of the girls suffer from post-traumatic stress disorder and addiction at alarmingly high rates.

Absence of safe housing is also a significant barrier. All of these girls are victims, yet they are often re-victimized by the judicial system that holds them accountable. So, if they have been convicted of a felony, they are automatically ineligible for public housing. Some transitional programs and domestic violence shelters turn them away if they disclose their involvement in prostitution and “Minnesota law also allows landlords and managers of subsidized housing to refuse to rent to a person with a history of prostitution.”

The Women’s Foundation of Minnesota is committed to funding nonprofits like Breaking Free and MIWRC to change the institutions and policies, and community attitudes and behaviors to stop the prostitution of Minnesota girls and women.

SEX TRAFFICKING AND PROSTITUTION OF GIRLS:

Sexual abuse also makes our state's most vulnerable children, especially girls, prey to commercial sexual exploitation in the form of sex trafficking and being prostituted.

Child sex trafficking and the prostitution of children is not just an international issue as outlined in the previous section on trafficking among Minnesota's Native American girls. It is happening to U.S.-born children right here in Minnesota, and in every state in the nation, every single day.

In 2008, The Advocates for Human Rights published the first comprehensive report on sex trafficking of women and girls in Minnesota, *Sex Trafficking Needs Assessment for the State of Minnesota*. The report examines the government response to this issue at the local, state, tribal and federal levels; identifies facilities and services currently available to trafficking victims in Minnesota, assesses their effectiveness and explores the myths that surround sex trafficking such as the misperception that a person must be taken across borders to qualify as a trafficking victim. The report concludes that **sex trafficking overwhelmingly impacts women and girls**. Poverty is identified as the prevailing force among a number of risk factors that make a person more susceptible to sex trafficking. Other factors identified in the report are gender discrimination, youth, violence against women and girls, racism and restrictive U.S. immigration policies. The report emphasized the acute and immediate needs of trafficking victims stemming from "physical and psychological abuse and from immediate serious injuries due to violent assault or rape." The report makes 83 recommendations for improving laws and policies in Minnesota and coordinating services to better meet the needs of sex trafficking victims statewide and to better hold sex traffickers accountable for this abuse of women and girls.⁹⁷

Minnesota's Office of Justice Programs (OJP) reported that in 2006 and 2007, there were 1,811 *trafficking-related* (mostly prostitution-related) charges and 729 convictions in Minnesota.⁹⁸ And although Minnesota has one of the strongest trafficking laws in the country, as of the release of this report, there has yet to be even one successful prosecution under this law.

According to the Advocates for Human Rights Needs Assessment, "Minnesota law recognizes that **a person can never consent to being sexually exploited** and considers individuals who have been prostituted by 'any means' as trafficking victims." This standard goes beyond federal law which requires proof of force, fraud or coercion.⁹⁹ The Minnesota definition recognizes that the concept of consent is suspect, particularly given the average age of entry into prostitution of 14 years old. Research conducted for the initiative *A Future, Not A Past* showed that in February 2010 an estimated 80 girls under 18 were prostituted in Minnesota.¹⁰⁰

In a 2008 OJP report, over the past three year period, providers reported 564 women sex trafficking victims in Minnesota and 163 child victims. **Two thirds of service providers surveyed in the state see trafficking as a growing problem in Minnesota** and it is likely that the number of victims seen by providers is only a fraction of those involved.

In 2007, among the law enforcement officers responding to a Minnesota Office of Justice Programs survey, there were 17 investigations underway for sex trafficking in Minnesota, 31 arrests and 29 charges. Most of these cases were for domestic, rather than international, trafficking.

More than 75% of teenage girls being prostituted have been sexually abused, and the vast majority of these girls were homeless after fleeing abusive homes and before rushing into the protective arms of their future pimps.¹⁰¹ In “Child Sex Trafficking in the Land of 10,000 Lakes” in this report the process by which sexual abuse leads to prostitution is summarized.

INTIMATE PARTNER VIOLENCE

Violence against women is present in every country, cutting across boundaries of culture, class, education, income, ethnicity and age

The Minnesota Coalition for Battered Women describes domestic violence as “the pattern of violence that affects the level of fear and quality of life for women ... [it can] encompass both physical and sexual violence and include pervasive emotional abuse and threats; control over finances and access to transportation; manipulation of and often harm to children; and social norms that make family violence a ‘private’ matter.”¹⁰²

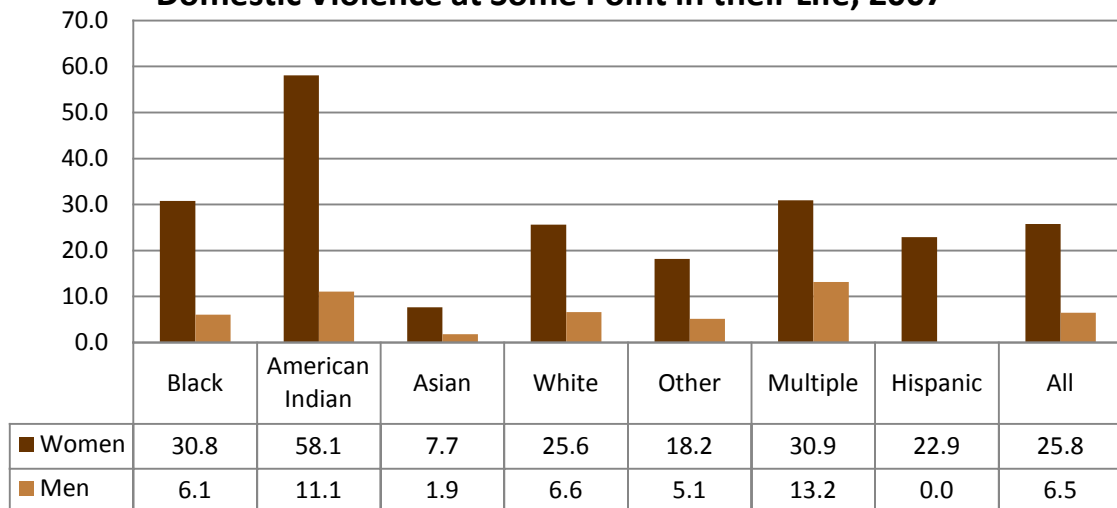
Domestic violence and sexual violence are often related and rooted in many of the same societal and institutional phenomenon. Described broadly in the United Nations Declaration on the Elimination of Violence against Women: “Violence against women is a manifestation of historically unequal power relations between men and women, which have led to domination over and discrimination against women by men and to the prevention of the full advancement of women...”

The same norms that create a climate in which sexual violence can occur contribute to the broader phenomenon of domestic violence and intimate partner violence. These include limited and oppressive gender roles; value placed on claiming and maintaining power; tolerance of aggression and blaming the victim; traditional constructs of manhood, including domination, control and risk-taking; and concepts of individual and family privacy that fosters secrecy and silence.

Violence against women, both physical and sexual, is passed on from generation to generation, with boys who experience or witness physical violence more likely to become men who physically or sexually abuse.

Sexualized media are “learning grounds that teach that women are unworthy of respect and valuable only as sex objects for men. Music videos and computer games have become an important training source for children and teens.”

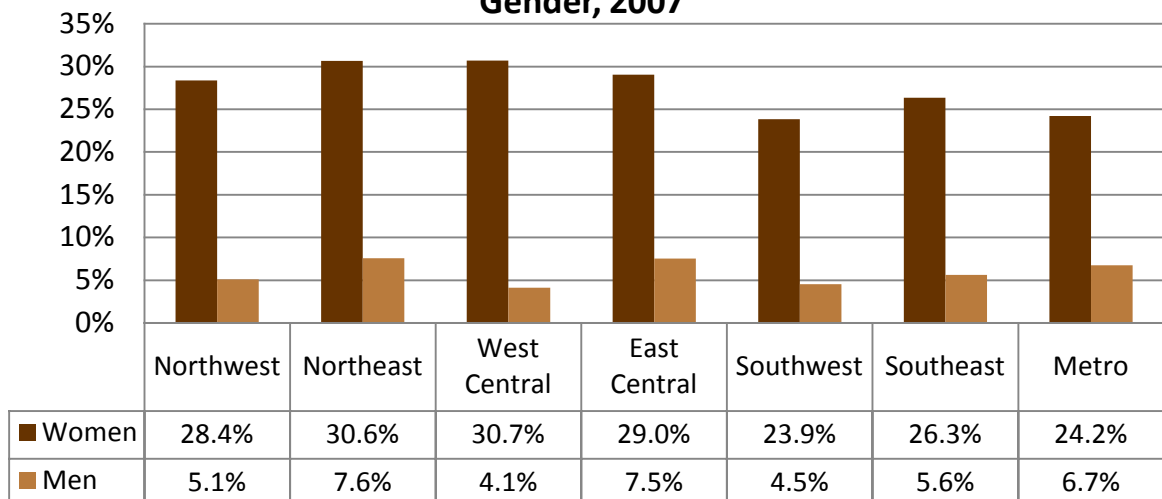
Figure 47: Proportion of Minnesota Adult Victims of Domestic Violence at Some Point in their Life, 2007



Source: Greater Twin Cities United Way and Office of Justice Programs, 2008 Minnesota Crime Survey analysis by Center on Women and Public Policy

Domestic violence defined as "spouse, former spouse, partner, boyfriend, or girlfriend harm you by pushing, shaking, slapping, kicking, punching, hitting or choking you, or with an object or weapon

Figure 48: Proportion of Minnesota Adults Experiencing Intimate Partner Violence during Lifetime by Region and Gender, 2007



Source: Greater Twin Cities United Way and Office of Justice Programs, 2008 Minnesota Crime Survey analysis by Center on Women and Public Policy

Intimate partner violence defined as "spouse, former spouse, partner, boyfriend, or girlfriend harm you by pushing, shaking, slapping, kicking, punching, hitting or choking you, or harming you with an object or weapon

Many of the sex-role messages present men as aggressive males and in control, with the value of females restricted to their sexual allure.” Thus, the sexualized media washing over our children continuously contributes to depression and other forms of mental health problems in girls, sexual violence and domestic violence.

According to United Nations’ estimates, 20-50% of women worldwide have “experienced physical violence at the hands of an intimate partner.”¹⁰³ It is a common perception that these rates are driven by high levels in underdeveloped parts of the world where inequality for women is extreme. However, **right here in Minnesota, our lifetime rates, according to the latest Minnesota Crime Survey, are right in the middle of these estimates at approximately 25%, and rates for some women of color exceed 50%.** In 2006, more than 37,000 women sought assistance from domestic violence programs in the state.

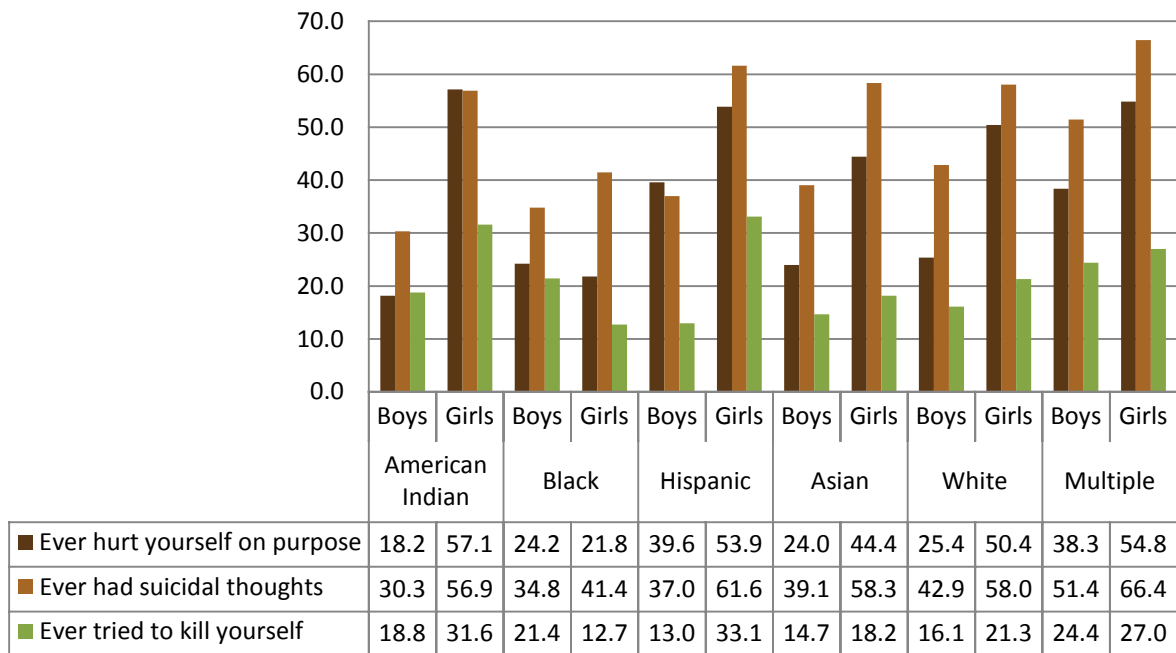
It is also important to note that studies show women under-report acts of domestic violence, “downplaying, normalizing and excusing” their partners behavior more than men.^{104 105} In addition, definitions of intimate partner violence vary, potentially resulting in lower levels of reporting. For example, the Minnesota Crime Survey asked respondents whether “a spouse, former spouse, partner, boyfriend, or girlfriend harmed you by pushing, shaking, slapping, kicking, punching, hitting or choking you, or harming you with an object or weapon.” This definition is narrower than the definition of domestic abuse in Minnesota Statute, which includes infliction of fear of physical harm assault or sexual assault. Reported levels of domestic violence for Minnesota women would likely be even higher by this definition.¹⁰⁶

According to UNICEF, violence against women is present in every country, cutting across boundaries of culture, class, education, income, ethnicity and age.¹⁰⁷ Minnesota crime survey statistics support the cross-cutting nature of domestic violence. Significant levels of intimate partner violence ~ defined as being pushed, shaken, slapped, kicked, punched, hit or choked or harmed with an object or weapon by a spouse, former spouse, partner, boyfriend, or girlfriend ~ occur all over the state, with some of the highest levels in rural communities, and across all socioeconomic backgrounds.

In homes where violence occurs between adults, children are often also victimized either directly or as witnesses. Based on the Minnesota student survey, **girls are somewhat more likely than boys to have been physically abused.** Both boys and girls are slightly more likely to be witnesses than direct victims, although girls are more likely than boys to witness abuse of other family members.

The associated behaviors for boys and girls that witness abuse are similar to those who have been abused and similar to those who have been sexually abused. In both cases, **girls from most racial/ethnic backgrounds tend to have worse associated mental health outcomes than boys** (see Figure 49). For example, 57% of 9th grade American Indian girls that have witnessed abuse have hurt themselves on purpose, compared to 18.2% of boys. African American girls are the exception; they were less likely than their male counterparts to report hurting themselves or attempting suicide.

Figure 49: Proportion of 9th Graders in "homes where others have been physically abused" experiencing Selected Mental Health Outcomes, 2007



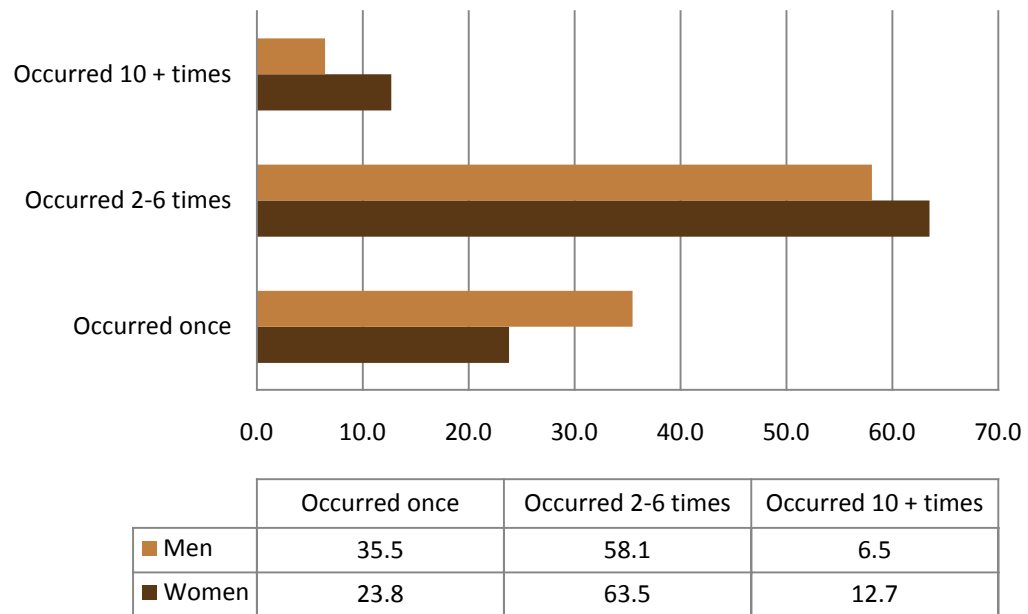
Context is critical, as the Minnesota Coalition for Battered Women's definition highlights. Patterns of associated behaviors come together to create an environment of intimidation and control. A violent act between intimate partners itself, without context, can be misinterpreted.

For example, someone can hit in defense or hit instrumentally to inflict harm or exercise control. While both actors might answer a question about "hitting an intimate partner" on a survey similarly, the act means something different to each.

Without elements of control, many violent acts between partners may be just "situational couple violence." Studies show that female-on-male violence more often falls into the category of self defense or situational violence, while male-on-female violence is more frequently part of a pattern of control.¹⁰⁸ Experts argue that elements of control, including threats, economic dependence, privilege and punishment, use of children, isolation, emotional abuse and sexual control, need to be included in research to get an accurate picture.¹⁰⁹

Some of these elements can be examined, at least in part, using Minnesota Crime Survey data. While Minnesota men involved in the 2008 Minnesota Crime Survey were more likely overall to be threatened with violence, women were five times more likely to receive such a threat from an intimate partner (28.6% of women and 5% of men).

Figure 50: Proportion of Minnesota Adult Victims of Domestic Violence by Number of Occurrences and Gender, 2007



Source: Greater Twin Cities United Way and Office of Justice Programs, 2008 Minnesota Crime Survey analysis by Center on Women and Public Policy

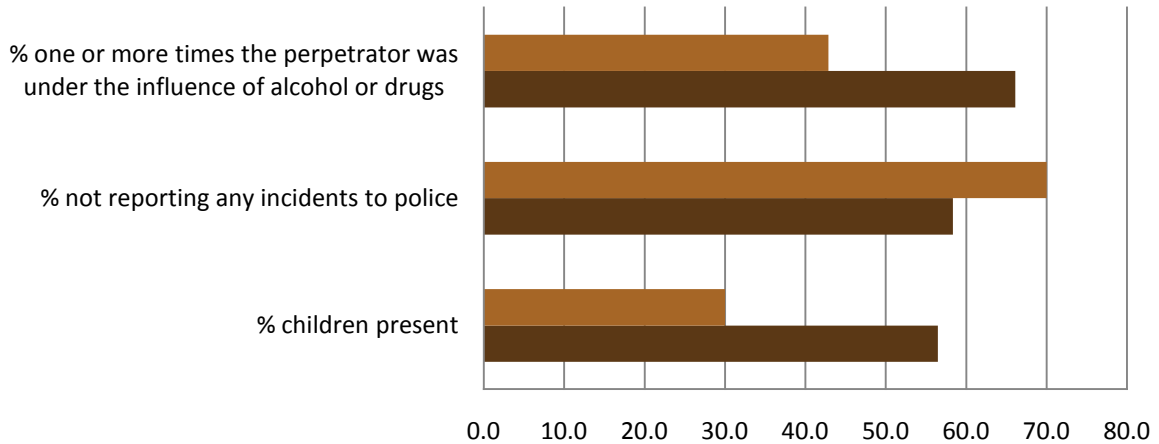
Several gender differences emerge among those who were victims of intimate partner violence in 2007. As shown in Figure 50, a higher proportion of women than men indicated that there were 10 or more occurrences, and a lower proportion of women than men said the act of violence had only occurred once.

Children can be used as an element of control. Minnesota Crime Survey female victims of domestic violence were almost twice as likely to report the presence of children during the abuse. A majority of women (56%) compared to 30% of men said this was the case. Women were also more likely than men to say the perpetrator was under the influence of alcohol or drugs at the time of the abuse (see Figure 51).

Contextual clues can also be found in Minnesota Crime Survey data on reporting of crimes and responses to the abuse. At least two responses to a question about why abuse was not reported indicate controlling tactics and patterns of violence are more common for male perpetrators.

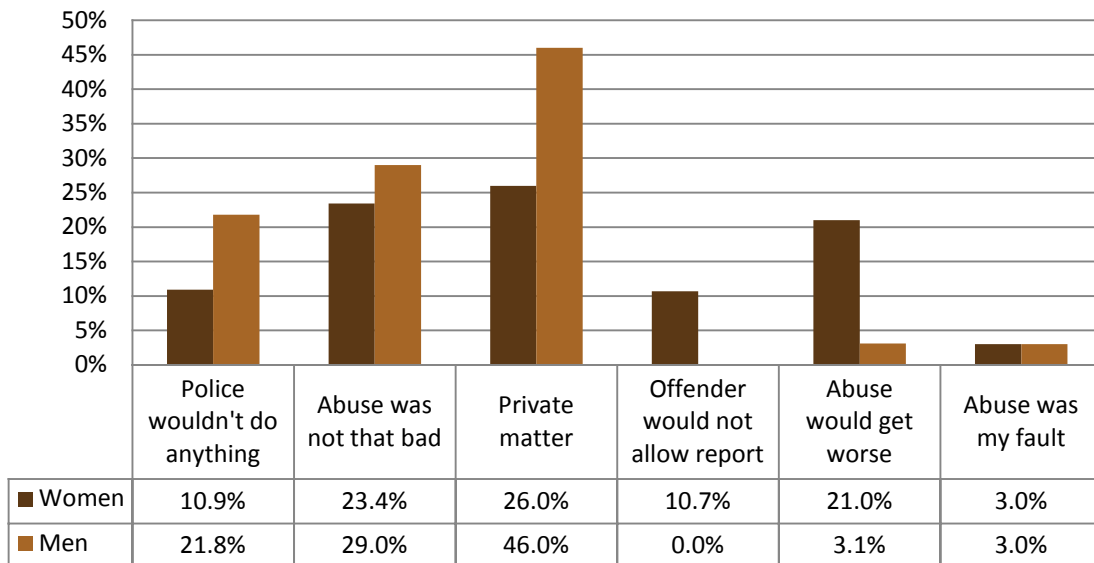
As summarized in Figure 21, 11% of the 2007 female victims did not report incidents of abuse to police because the perpetrator would not allow it, and women were seven times more likely than men (22% compared to 3%) to say that they did not report the abuse to police because they thought the abuse would get worse. Men were slightly more likely than women to say the abuse was “not that bad.”

Figure 51: Proportion of Minnesota Adult Victims of Domestic Violence by Various Characteristics and Gender, 2007



	% children present	% not reporting any incidents to police	% one or more times the perpetrator was under the influence of alcohol or drugs
Men	30.0	70.0	42.9
Women	56.5	58.3	66.1

Figure 52: Reasons for Not Reporting Incidents of Domestic Violence among Minnesota Adults, 2007



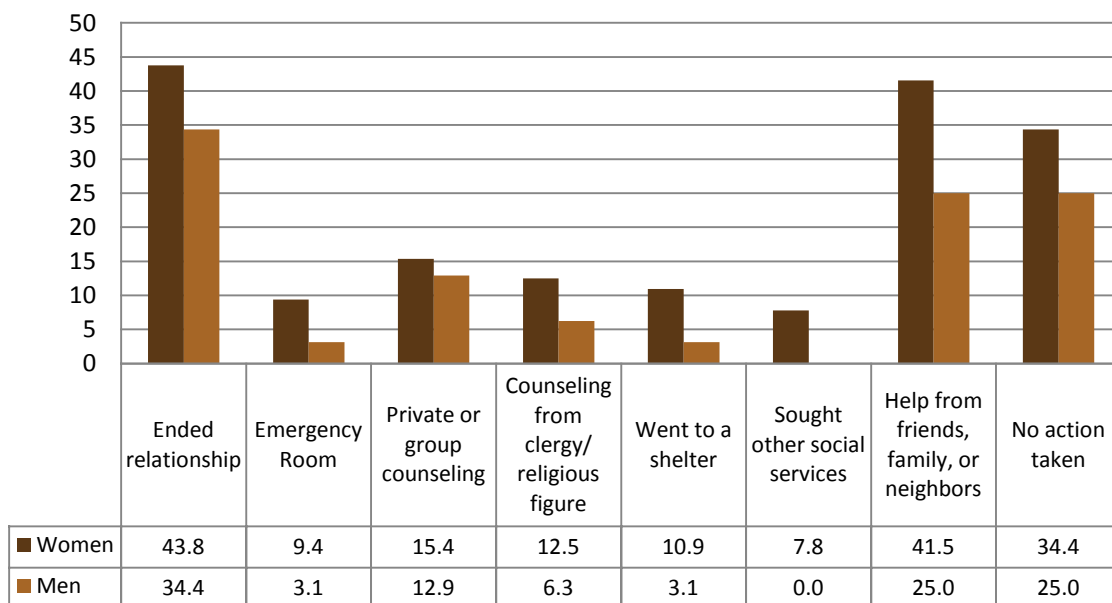
Source: Greater Twin Cities United Way and Office of Justice Programs, 2008 Minnesota Crime Survey analysis by Center on Women and Public Policy

The label “intimate terrorism” has been used to describe the situation where only one spouse is violent and controlling, and research shows that this person is much more frequently the husband.¹¹⁰ Studies also show that victims of “intimate terrorism” are attacked more frequently, are more likely to be injured, and leave their spouse more frequently. Some indicators on the Minnesota Crime Survey may suggest that indeed these outcomes are more common for women victims of intimate partner violence than men. While 44% of female victims ended the relationship only 34% of male victims did the same (Figure 53). **Female victims were three times more likely to seek emergency room treatment**, suggesting that perhaps their injuries were more serious, and, as summarized earlier, women were more likely to say that the abuse had occurred ten or more times (Figure 50).

Finally, Minnesota female victims of intimate partner violence in 2007 were two times more likely to indicate that the crimes they had experienced in that year had “a lot” of impact on their lives.

On the other hand, male victims were twice as likely to say that the crimes they had experienced had “very little” impact on their life. While the question relates to all crimes experienced in the year, it does appear that female victims of intimate partner violence were affected at higher levels.

Figure 53: Responses of Minnesota Adult Victims of Intimate Partner Violence, 2007



Source: Greater Twin Cities United Way and Office of Justice Programs, 2008 Minnesota Crime Survey

VULNERABLE GROUPS

TEENS

Minnesota girls in most racial ethnic groups are almost two times more likely than boys to be forced to do something sexual by a date.

Context is equally important in thinking about how violence affects various subgroups of women. For example, Minnesota Student Survey data show that girls are almost two times more likely than boys to be hit, threatened, or made to feel afraid by a date.

The inclusion of fear as a factor is important. Many surveys understate the relative impact to the boys and girls involved. Research shows, for example, that boys are more likely to “laugh about” or “ignore” date-related violence, while girls are more likely to “cry” and “fight back.” Girls are also more likely to engage in physical violence as a form of self defense against sexual acts.¹¹¹

IMMIGRANT/REFUGEE WOMEN

Immigration status is also an important factor in how men and women respond to intimate partner violence and attempts to measure it. Studies find that **“women with vulnerable immigration status may hesitate to disclose intimate partner violence, or to leave a batterer for fear of deportation or for fear of jeopardizing their chances to gaining legal permanent resident or citizen status.”**

Inequalities found in some cultures may also give “abusive partners additional tools for controlling and abusing partners.”¹¹² In the report, *The Government Response to Domestic Violence against Refugee and Immigrant Women in the Twin Cities Metropolitan Area*, The Advocates for Human Rights documented the experiences of immigrant women as they seek safety in the justice system and assistance from service agencies. The report concluded, “While all women are at risk of violence, refugee and immigrant women are particularly vulnerable to abuse and less likely to access and receive government protection and services due to language barriers, fear of deportation and legal systems, community pressures, funding cuts for needed services and other obstacles that exist in the law or in the implementation of the law. These obstacles trap many women and their children in violent relationships and prevent or deter them from getting the help they need and finding security and safety.” The report offers over a 100 recommendations for change to address these issues in Minnesota.¹¹³

LBTQ COMMUNITY

Minnesota lesbian and bi-sexual victims of intimate partner violence face a host of issues specific to their situation. **“As members of a stigmatized group, lesbian and bisexual women must**

cope with the social context of oppression that is manifested institutionalized discrimination, personal prejudice encountered within families, and stresses unique to sexual minorities, such as those surrounding the coming-out process or decisions to conceal one's identity."¹¹⁴

Within this context, abusive partners can use heterosexual norms to control their partner. Minnesota Crime Survey data do not shed light on prevalence of intimate partner violence among our lesbian and bi-sexual women, although there are plans to address this issue in the next administration of the survey. National research shows varying rates depending on how intimate partner violence is defined. When restricted to acts of physical violence similar to those included in the Minnesota survey, some studies place prevalence between 6 and 7%.¹¹⁵

OLDER WOMEN

Minnesota's elder women are also subjected to sexual and physical abuse, although it often goes unrecognized and unreported. Fourteen percent of Minnesota women 65 and older involved in the 2008 Minnesota Crime Survey reported intimate partner physical violence at some point in their life (n=83), about 7% of these women (n=5) said that they had been subjected to physical violence at the hands of an intimate partner in 2007. The lifetime rate for men in this age group was only 2%. Lifetime rates of intimate partner sexual violence for Minnesota elder women was about the same at 13%. Less than 1% of male elders reported sexual violence during their lifetime.

Researchers say that the older the victim is the less likely they are to report violence and the less likely they are to seek help. These victims "grew up at a time when women were far more dependent on their partners. They worry that if they report their spouse's abuse they'll have nowhere to go and will end up in a nursing home."¹¹⁶

WOMEN AND GIRLS WITH DISABILITIES

Another group of Minnesota women that is less likely to report abuse because of dependency issues are women with disabilities. While no women with disabilities responded to the 2008 Minnesota Crime Survey, some national research shows that **women with disabilities are two times more likely to be sexually and physically abused**, sometimes by caregivers both at home and in institutions, but most likely at the hands of an intimate partner.¹¹⁷ According to research conducted by the federal Office of Justice Programs, "intimate partners were responsible for 16% of nonfatal violence against females with disabilities, compared to 5% against males with disabilities."¹¹⁸

FEMICIDE:

They have been shot, stabbed, strangled, and beaten to death, often with great brutality and often in the presence of or during an attack against their children, as well

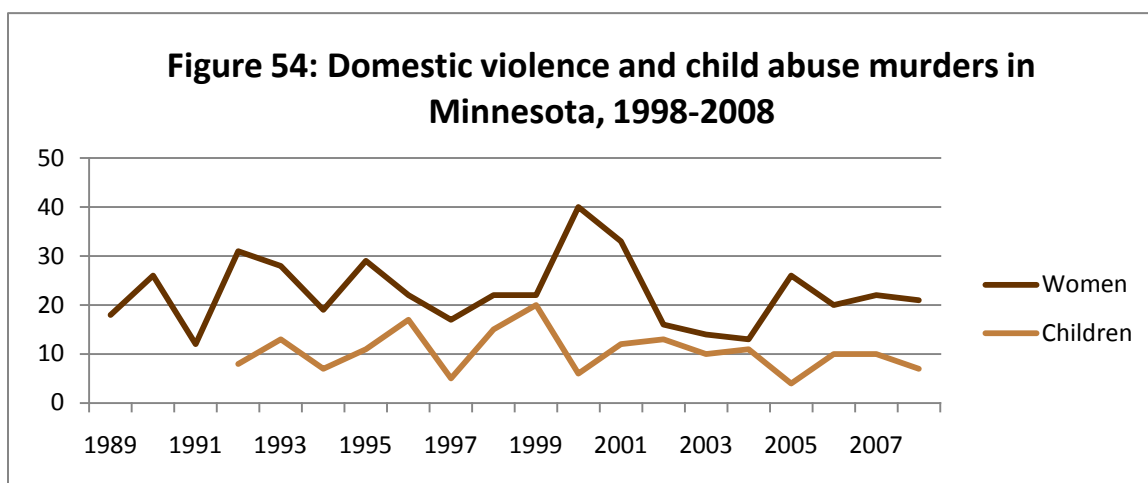
Since the Minnesota Coalition for Battered Women (MCBW) began tracking domestic violence-related murders in 1989, at least 454 women have been murdered by a current or former husband, boyfriend, intimate partner, or household or family member. “They have been shot, stabbed, strangled, and beaten to death, often with great brutality and often in the presence of or during an attack against their children as well.”¹¹⁹

The majority of women murdered in Minnesota are battered women killed by an intimate partner.

In 2009, 12 Minnesota women were killed by an intimate partner.¹²⁰ In 2008, 81% of adult women murdered in Minnesota were killed by an intimate partner.¹²¹ Over time, well documented factors that predict whether patterns of violence will escalate to “lethal” levels have been developed. In a significant number of Minnesota cases between 2006 and 2009, these factors were present, according to MCBW.

The factors considered by the Coalition include: the victim has attempted to leave the abuser, there have been threats to kill the victim, the abuser had access to a firearm, and the abuser has a history of violence.

In 2009, 67% of the cases occurred after the woman had left the relationship or was attempting to leave.¹²² Research shows that the most dangerous time for a battered woman is when she leaves the relationship. Fifty percent of Minnesota’s 2009 victims had been abused prior to the murder and three had orders of protection in place. In 2009, 10 children were murdered by a “caretaker.” Seventy percent of these murders were committed by the father or the mother’s current or former boyfriend or husband. In most cases, child abuse proceeded and/or contributed to the death.



When Domestic Violence Escalates in Predictable and Deadly Ways

These real life examples of Minnesota murder victims from the *2009 Femicide Report* demonstrate how the system can fail, with tragic results

1. In the two months prior to her death, Pamela tried to protect herself from her abusive husband, Allen Taschuk. Over their 23-year marriage he had hit, punched, pushed, and held her captive many, many times and had threatened to kill her at least four times. On August 26, Allen was arrested for domestic assault and false imprisonment. Two days later he was released from jail without conditions after posting \$5,000 bail. Pamela obtained an Order for Protection on September 10 and filed for divorce on September 25. After she returned to her home on October 1st from a support-group meeting at a battered women's shelter, Allen came to her home and shot her, called 911, and then shot himself. She is survived by her sons Ryan and Josh.
2. Douglas Ouellette strangled his wife, Candice, in the kitchen of his home while his frightened twin daughters hid upstairs and called 911. Douglas ran away to a barn on their land and hanged himself. Candice had obtained an Order for Protection and filed for divorce in June. At that time, the sheriff took Douglas's guns from him because he had threatened suicide and because Candice became concerned when she saw that he had loaded his guns with enough ammunition to kill everyone in the family. Candice is survived by her twin daughters (eight years old) and her son (ten years old).
3. On June 21 at 1:00 a.m., Chad Jamie Gulbertson went to Jody's home in violation of the Order for Protection that Jody had obtained on June 1st. He killed her by hitting her in the head with a ball peen hammer. Legal documents show that he had physically abused and threatened to kill her in the past. Gulbertson turned himself in to the police later that morning. The police found Jody lying on the floor in front of her wheelchair. The floor and the wheelchair were covered in blood. Gulbertson has been charged with one count of second-degree murder while under a restraining order for protection and one count of third-degree murder. Jody is survived by two sons, ages 10 and 12.

For the full report and more Information about the Minnesota Coalition for Battered Women, see
http://www.mcbw.org/files/u1/2009_Femicide_Report_FINAL.pdf

SYSTEM RESPONSE:

Failure of the system at any one of five different levels can be deadly

According to the *St. Paul Blueprint for Safety*, a national model created by an interagency group consisting of courts, law enforcement, attorneys, corrections and advocates, “**processing a single domestic violence related case involves five levels of government and over a dozen intervening agencies.** Hundreds of practitioners might touch these cases every day. An effective response, meaning one that leads to an end to the violence, requires solid coordination across and among the many practitioners involved, as well as a strong system of accountability.”¹²³ As the *Femicide* examples show, **failure at any one of these many levels can be deadly.**

As already discussed, context is critical. Domestic violence or intimate partner violence “jumbles together vastly different actions: from throwing a shoe at a partner who gambled away \$1000, to strangling a woman until she loses consciousness because she wants out of the relationship.”

The hundreds of experts involved in development of the Minnesota model Blueprint for Safety conclude that “applying a single treatment to such a broad range of human interactions and behaviors inhibits meaningful intervention for victims and perpetrators.” Laws that lump all intimate violence into a couple of legal categories can lead to misunderstandings about appropriate legal and programming actions. “For victims of battering, such misunderstandings are not benign and they can have fatal effects, as analysis of intimate partner homicide confirms.”¹²⁴

Most domestic violence-related criminal interventions focus on a single event of violence, even though the patterned nature of controlling intimate partner violence or battering requires that the system connect with a victim or offender over time. Relationships are critical. “If a victim is reluctant or refuses to participate in a prosecution and court intervention at a given point, **how the system treats her or him will have an impact on the future.**” The Blue Print includes the following instructive comments about the importance of relationship building:

“If I treat her with respect and let her know I’m concerned the first time I meet her, when it happens again she is more likely to take my call, or even call me. If I get frustrated and angry because I need her in order to get to him and I throw up my hands, saying ‘fine, you want to live that way go ahead,’ then I’m just one more person slapping her in the face.”

“What I do and say the first time we go out on a case sets the tone for what the next officer faces. If she’s hostile and in my face and I treat her with respect and let her know we are here for her and her kids when they need us, the next officer (or maybe even the one after that) will be dealing with a different person... Let’s just put it this way, I’m not the one getting bashed up and pushed around and treated like an animal, so I’m in a better position

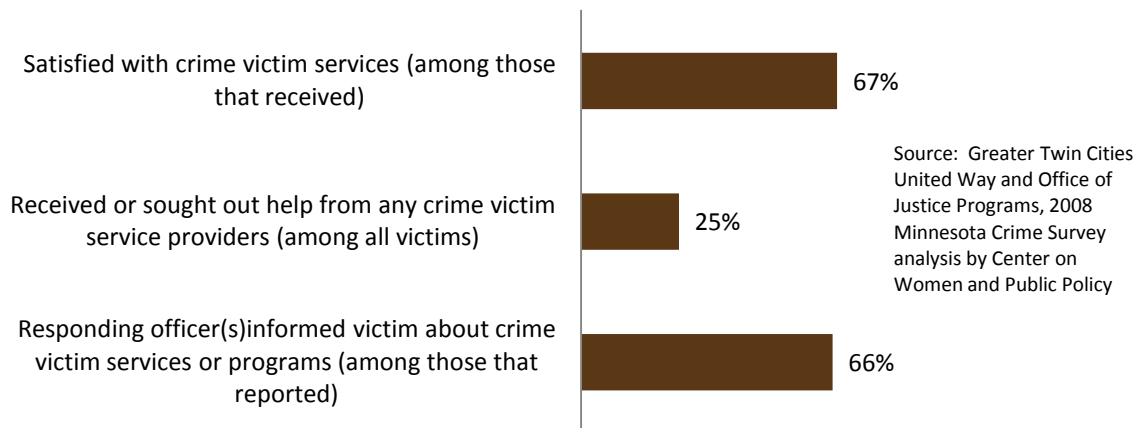
to extend that hand. It might take two or three of us and different calls, but eventually most women get to a point where the police aren't the enemy and then they want to work together...."

The Blue Print addresses the **need for consistent and effective messages at every step of the process.** "The messages given to victims, offenders, and children at each point of intervention can have a deterrent effect or, alternatively, can fail to deter and therefore act as an opening for more violence."

These messages need to include: the perpetrator will be held accountable for the harm he has caused and that "the violence, coercion, and intimidation are the focus of the state's intervention, and not the victim's behavior. In this specific respect, there is no neutrality available to law enforcement officers, prosecutors, or judges; every message either challenges an abuser's sense of entitlement or reinforces it."

Messages from the state need to recognize and counteract the abuser's "weapon" – a belief that "they can't and won't help you." Unfortunately, there is evidence from the Minnesota Crime Survey that at least in one important way this message is not getting through in a consistent way. One-third of the 2007 female victims of intimate partner violence where an officer responded did not receive information about victim services from the officer (see Figure 55), potentially reinforcing the message that "they can't and won't help you." The number of victims that responded to this question is small (n=56), so further investigation is needed. Perhaps more importantly, 75% of these victims did not receive or seek out victim services. Among the small number that did get help from this source, satisfaction was high (66% were satisfied or very satisfied). This potentially suggests that women remain reluctant to seek out effective services.

Figure 55: Minnesota Female Intimate Partner Violence Victims in 2007 and Crime Victim Services



The Blueprint suggests that a consistent set of messages should be conveyed to victims and perpetrators.

To Adult Victims:

- (a) We're here to help when you're ready for that help;
- (b) The violence is not your fault and you are not responsible for the perpetrator's actions; and
- (c) I'm concerned for your safety—by working together we have the best chance of stopping the violence.

To Children:

- (a) You haven't done anything wrong—it's not your fault;
- (b) We want everyone to be okay (safe) and we're here to help you and your family; and
- (c) We won't hurt your father or mother.

To Perpetrators:

- (a) The violence must stop—there is help for you to do that and there will be consequences if you don't;
- (b) This arrest (or prosecution or probation) is a result of your actions and not the actions of others; and
- (c) This is an opportunity for you to change, to reject the violence and repair the harm you have caused, and we can help you do that.¹²⁵

However, it is equally important that these messages are more than hollow platitudes.

Organizations such as WATCH (Women's Foundation grantee) monitor the court system to see how well the system actually delivers on these messages. WATCH has worked to pass Felony Strangulation laws in Minnesota and across the country, since strangulation "has been recognized as an indicator of escalating violence and potential lethality in domestic violence cases."¹²⁶

WATCH reviewed Hennepin County cases in 2005 and 2007 and found that the strangulation law is working overall to increase "victim safety and offender accountability." However, their review also showed, "It is common for the strangulation charge to be dismissed in exchange for another conviction and when a felony strangulation conviction is obtained, **the sentence given is often shorter than allowed under statute.**"

In those cases where the charge was minimized or dismissed, defendants were more likely to re-offend. "Eighty-nine percent of the defendants that committed new domestic-violence related offenses had received lenient sentences for the original felony strangulation conviction, such as a stay of imposition [placed on probation] or had their felony strangulation charge dismissed, in effect sending a message to the abuser that the justice system will not hold him accountable." As this example shows, the promised accountability is not always delivered, reinforcing and legitimizing female victims' beliefs that the system cannot keep them safe.

In other cases, a different, more encouraging and appropriate message is sent. A strong example is the recent domestic assault and strangulation case of Brian Andvik, in which bail was set

at \$1 million, an amount usually reserved for those accused of murder.¹²⁷

The pattern was classic, suggesting that that is exactly where things would end up – with murder. In early January, Andvik “put a pistol to his wife’s mouth, told her she’d never see her children again and pulled the trigger.” Luckily this time the gun was empty. The incident was part of a long pattern of abuse, involving strangulation and gun threats. After posting a low level bail of \$125,000, Andvik violated his no-contact order by entering his wife’s home while she and the children slept and was arrested again. This time Judge Pearson took no chances and issued the unusually high bail.

Judge Pearson sits on the Stearns County Domestic Violence Court, an initiative that gives special attention to felony domestic violence cases.

At the Women's Foundation of Minnesota, we envision a time when all women in Minnesota will have local, legal, affordable, and comprehensive health care.

SECTION 3

Health & Reproductive Rights

OVERVIEW

Across many measures of wellness, Minnesota women are not faring as well as men and our women of color are disproportionately likely to suffer. Women and girls are more likely than the men to suffer from major depression and other negative mental health outcomes. This is due, in part, to the disproportionate burden poverty and violence places on the state's women, and due, in part, to the unprecedented pressures of the triple bind that require our women and girls to be nurturing, economically successful and beautiful, all at the same time.

Decreases in physical activity and increases in weight interact with unrealistic, idealized body images to create a destructive physical and emotional environment for women and girls across the state.

While cancer and heart disease rates are generally down in the state, women of color are much more likely in most cases than white women to suffer and die from these leading causes of disability and death.

Teen birth rates for Minnesota girls of color are higher than the national average. While comprehensive sex education remains un-mandated across the state, the proportion of Minnesota's sexually active girls who use birth control or talk to their partner about preventing pregnancy or STDs is down since 1998.

None of these trends is helped by the growing problem of a lack of healthcare access. Women of color are more likely to be uninsured than white women, with a quarter or more of Latino women falling into this category. Many more women than men are under-insured, unable to afford co-pays or private sector premiums that penalize women. Others are turned off or turned away by the lack of culturally competent care.

Women's Foundation of Minnesota grantees are tackling these difficult issues head-on and in an integrated way.

The **Women's Environmental Institute at Amador Hill's** (grantee) innovative Girl Farm is a summer farming program for low-income, at-risk Twin Cities' girls to learn sustainable farming and about healthy food choices and exercise for better health. The program's curriculum explores how sexism, racism and classism (corporate industrial farming) in rural areas affects food access and food justice in the urban areas for economically challenged communities. (www.w-e-i.org)

CAPI (grantee) is leading the **Refugee & Immigrant Women for Change**, a collaborative of groups that serve Minnesota's refugee and immigrant communities, including the Liberian Women's Initiative of Minnesota, Centro Inc., Lao Assistance Center, SEWA-AIFW, and the African Health Action Corporation. The coalition will fight poverty and social inequalities through achievement of gender equality for refugee and immigrant women, including access to healthcare and healthcare needs unique to their immigrant communities. (www.capiusa.org)

Another health collaborative ~ the **Exploratory Research and Intervention Development to Reduce Unplanned Pregnancy in LBTQ** (Lesbian, Bisexual, Transgender, Queer) Youth project ~ is being lead by the Rainbow Health Initiative (grantee), which includes the Midwest Health Center for Women, Hennepin County Public Health Clinic, and the HOTDISH Militia. The coalition's research will help to determine the root causes of the significantly higher rate of pregnancy in LBTQ, female-born youth. (www.rainbowhealth.org)

You can help, too. In less than 30 minutes, there are things you can do in your own community to help build a world that guarantees health and reproductive rights for all Minnesota women and girls.

WHAT YOU CAN DO in 30 minutes or less

Improve the health & well-being of women and girls

- Bring healthy food to your next family, work or community gathering.
- Check-in with the women in your life to see if they are up to date on cancer screenings.
- Take the stairs, park the car at the far end of the lot, walk to the store, bike, do yoga - whatever, just move your body! Encourage your kids, friends, family, colleagues to do the same.
- Mentor a girl or young woman in your life; caring relationships with adults help create resiliency.
- Create an ongoing, open dialogue with girls and boys in your life about reproductive health.
- Send a healthy e-card to a friend: <http://bit.ly/9J2tr1> Add your ideas and check for others' feedback on actions at www.wfmn.org.
- Invest in organizations that support or provide access to quality, affordable, comprehensive health and reproductive care for all women and girls.

MENTAL HEALTH:

Contradictory and unreasonable expectations, violence and poverty take a toll on Minnesota women and girls' mental health

Research shows that there is a fundamental link between mental health, overall health and social well-being. Risk of cancer and cardiovascular disease, for example, increases for those who suffer from depression.

While men and women experience similar levels of mental illness overall, there are important sex and gender-based differences. According to the U.S. Department of Health & Human Services, “women are nearly twice as likely as men to suffer from major depression, which is associated with problems such as lost productivity, higher morbidity from medical illness ... and increased risk of suicide.”¹²⁸

Women are three times more likely to attempt suicide (although men more often succeed) and two to three times more likely to have anxiety disorders, including post-traumatic stress disorders (Figure 56). “Women represent 90% of all cases of eating disorders, which carry the highest mortality rate of all mental illnesses.”¹²⁹

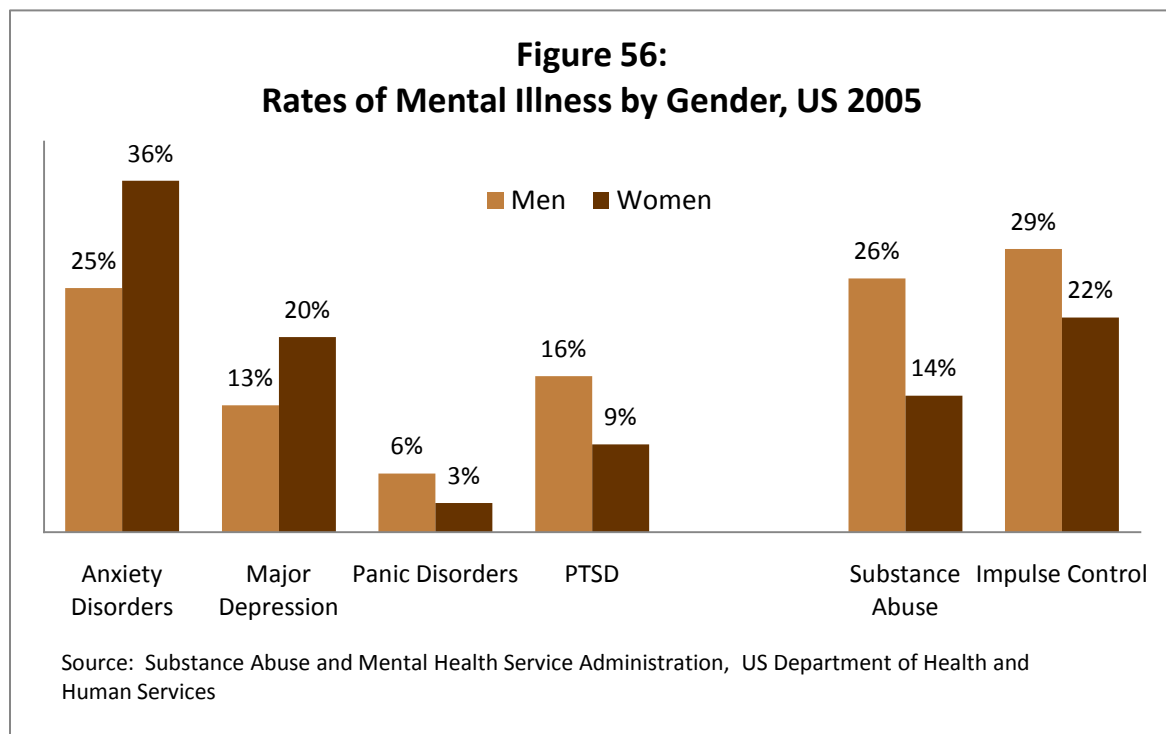
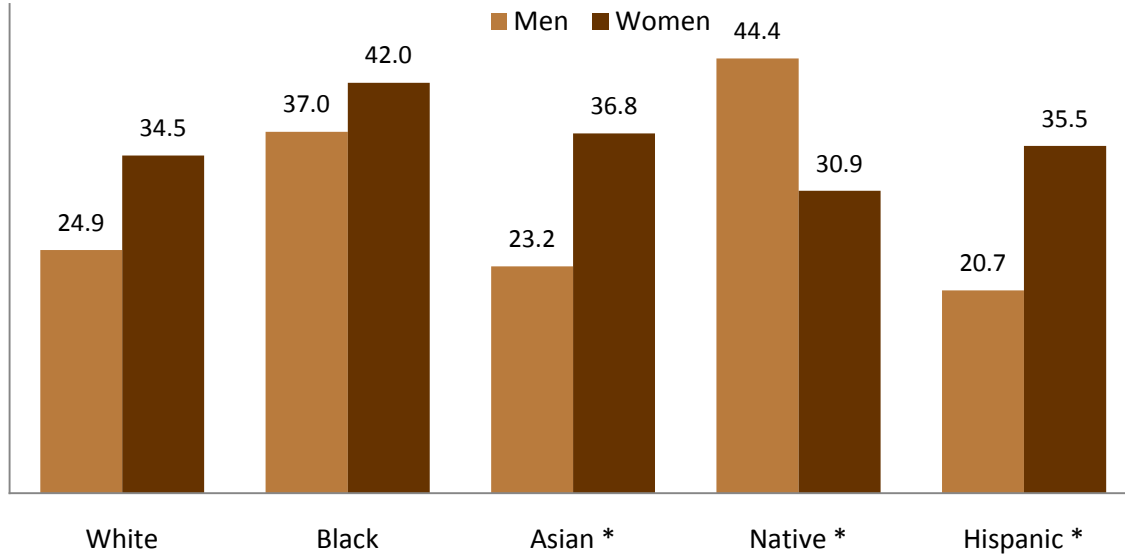


Figure 57:
Proportion Reporting that their Mental Health was Not
Good One or More Days per Month by Gender and
Race/Ethnicity, Minnesota 2008



* n < 100

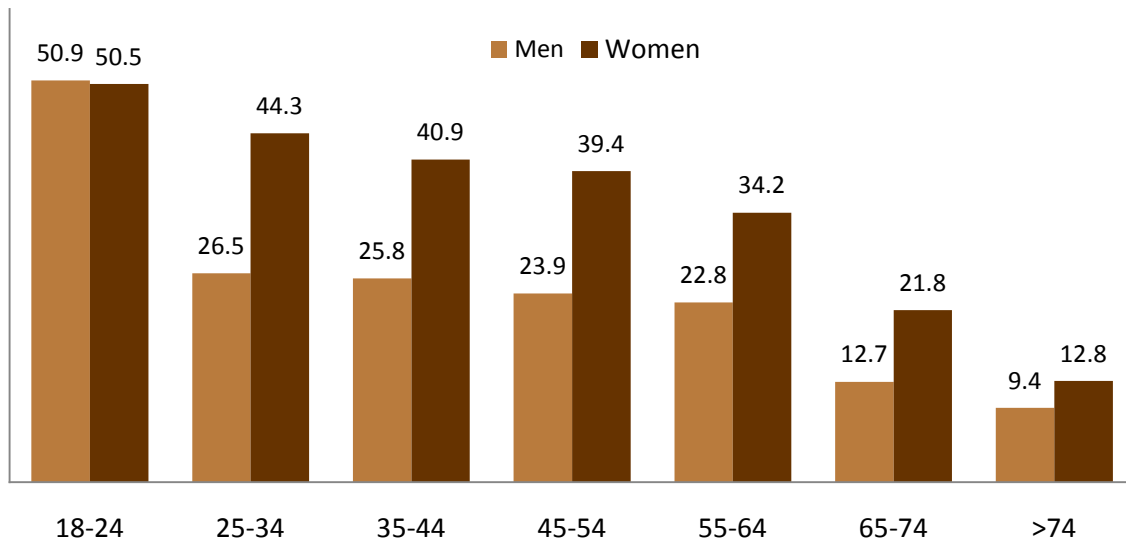
Source: Behavioral Risk Factor Surveillance System, <http://www.cdc.gov/BRFSS/>

While research and debate continue, differences are thought to be related to a combination of heredity, biology ~ changes in hormone levels, for example ~ and environment.

Environmental factors include: “differences in the ways boys and girls are raised; **expectations about male and female roles in the family, workplace and larger society; and higher rates of abuse and poverty.**”¹³⁰ Women of color who face environmental factors such as racism, discrimination, violence and poverty are at higher risk, as are the disproportionately female victims of “trauma, violence and abuse.”¹³¹

Indeed, Minnesota women report more bad mental health days than their male counterparts. **In a 2008 survey, a third or more (depending on race/ethnicity) of Minnesota women said that their “mental health was not good” one or more days per month, compared to a quarter of men in most racial/ethnic subgroups** (see Figure 57). Single women most frequently put themselves in this category and the proportion of women with at least one day of bad mental health per month declines as they age (Figure 58).¹³²

Figure 58:
Proportion Reporting that their Mental Health was Not
Good One or More Days per Month by Gender and
Race/Ethnicity, Minnesota 2008



Source: Behavioral Risk Factor Surveillance System

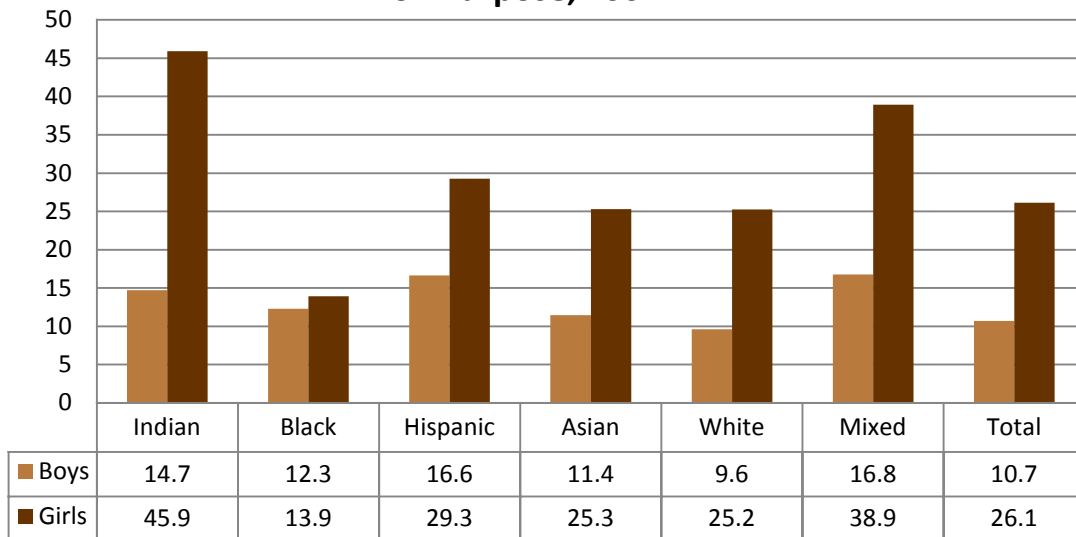
Intersecting gender, sex and racial disparities also show up across a wide variety of mental health indicators for Minnesota girls. Prominent Minnesota experts in adolescent health, such as Dr. Michael Resnick, have labeled the **state of Minnesota girls' mental health a "crisis."** Twelfth grade girls, for example, are almost twice as likely as their male counterparts to report a long-term mental or emotional health problem.

In his book, *The Triple Bind: Saving Our Teenage Girls from Today's Pressures*, psychologist Stephen Hinshaw argues that "at the same time that opportunities abound for teenage girls to compete in both traditional male and female bastions, **conflicting messages to be ambitious, caring and effortlessly thin and glamorous have lead to a surge in adolescent depression, eating disorders, self-mutilation, suicide and aggression.**" ¹³³

Minnesota survey results show that too many of our young women are experiencing these negative mental health outcomes. Based on the 2007 Minnesota Student Survey, 25% of the state's 9th grade and 12th grade girls overall, and 46% of Native American girls, have hurt themselves on purpose, compared to 10% of boys. That translates into **12,000 6th, 9th and 12th grade girls who responded on the Minnesota Student Survey that they hurt themselves on purpose** (Figure 59).

A teen health blog describes one form of self-mutilation, "cutting," as "a way some people try to cope with strong emotions, intense pressure, or upsetting relationship problems. Some people cut to express feelings of rage, sorrow, rejection, desperation, longing or emptiness." ¹³⁴

**Figure 59:
Proportion of Minnesota 9th Graders who Hurt Themselves
on Purpose, 2007**



Source: Minnesota Student Survey Trend Database

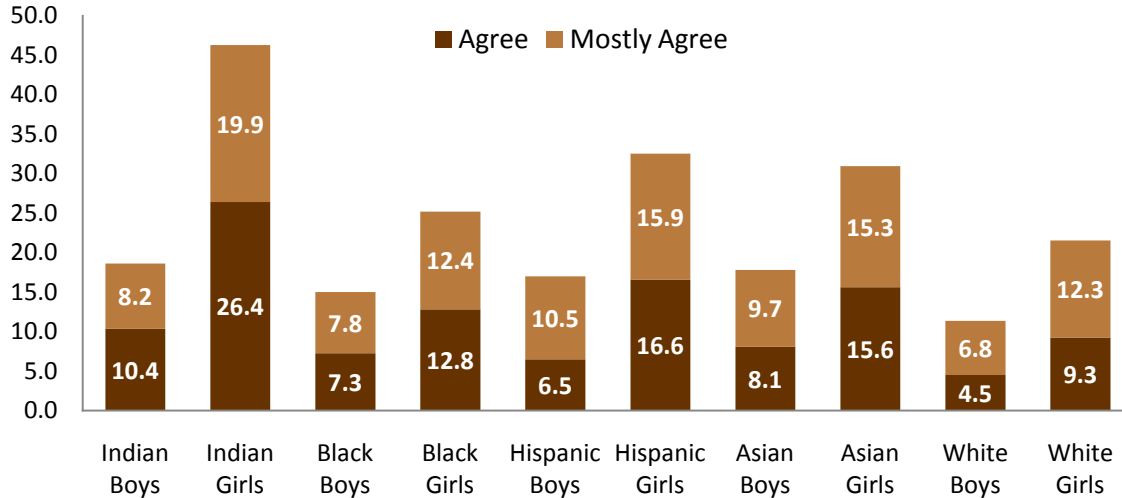
While Minnesota girls overall are two to three times more likely than boys to “hurt [them]selves on purpose,” girls who have been sexually or physically abused are two to three times more likely than their abuse-free female counterparts to engage in “self-mutilation.”

Sixty percent of Latina and white 9th grade girls who have been sexually abused have engaged in self-harm, compared to 27% and 23% of those that have not been abused.

Among Native American 9th grade girls, those without a history of sexual abuse have a relatively high-rate of self-mutilation (37%), but an even more alarming 65% of those sexually abused have hurt themselves. Rates are similar for girls who have been physically abused. For these girls, “self injury may feel like a way of ‘waking up’ from a sense of numbness after a traumatic experience. Or it may be a way of re-inflicting the pain they went through, expressing anger over it, or trying to get control of it.”¹³⁵

Forty percent of Native American, 28% of Latina, and 26% of Asian 9th grade girls are extremely or quite a bit hopeless, compared to 10% for boys, on average (Figure 60). **A third to almost a half of 9th grade girls are “often unhappy, depressed or tearful:” 46% of Native girls; 32% of Latina ones; and 31% of Asian 9th grade girls.**

Figure 60:
Proportion of Minnesota 9th Graders that Agree with the
Statement "I am often unhappy, depressed or tearful,"
2007



Source: Minnesota Student Survey Trend Database, analysis by the Center on Women and Public Policy

DEPRESSION AND SEXUALIZATION OF GIRLS

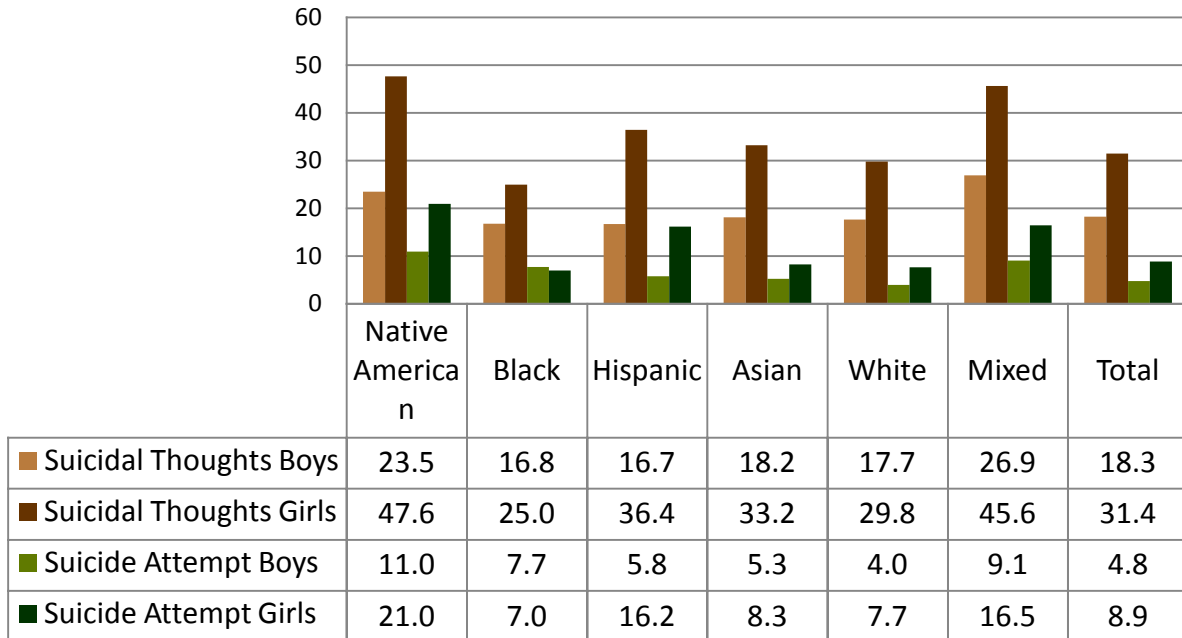
A growing body of research links increases in depression among girls to the sexualization of women and girls that saturates our society. According to the American Psychological Association Task Force, “sexualization” occurs when:

- A person’s value comes only from his or her sexual appeal or behavior, to the exclusion of other characteristics;
- A person is held to a standard that equates physical attractiveness (narrowly defined) with being sexy;
- A person is sexually objectified – that is, made into a thing for others’ sexual use ~ rather than seen as a person with the capacity for independent action or decision-making; and/or
- Sexuality is inappropriately imposed upon a person.¹³⁶

Several studies conclude that exposure to sexualized female ideals and self-objectification lowers self-esteem, increases negative moods, and results in “depressive symptoms” in girls.¹³⁷

It is almost impossible for even young girls to avoid sexualized images. An analysis of children’s TV shows and G-rated movies from 2000-2006 revealed that a quarter to a third included female characters with unrealistically proportioned idealized bodies and sexually revealing outfits.¹³⁸

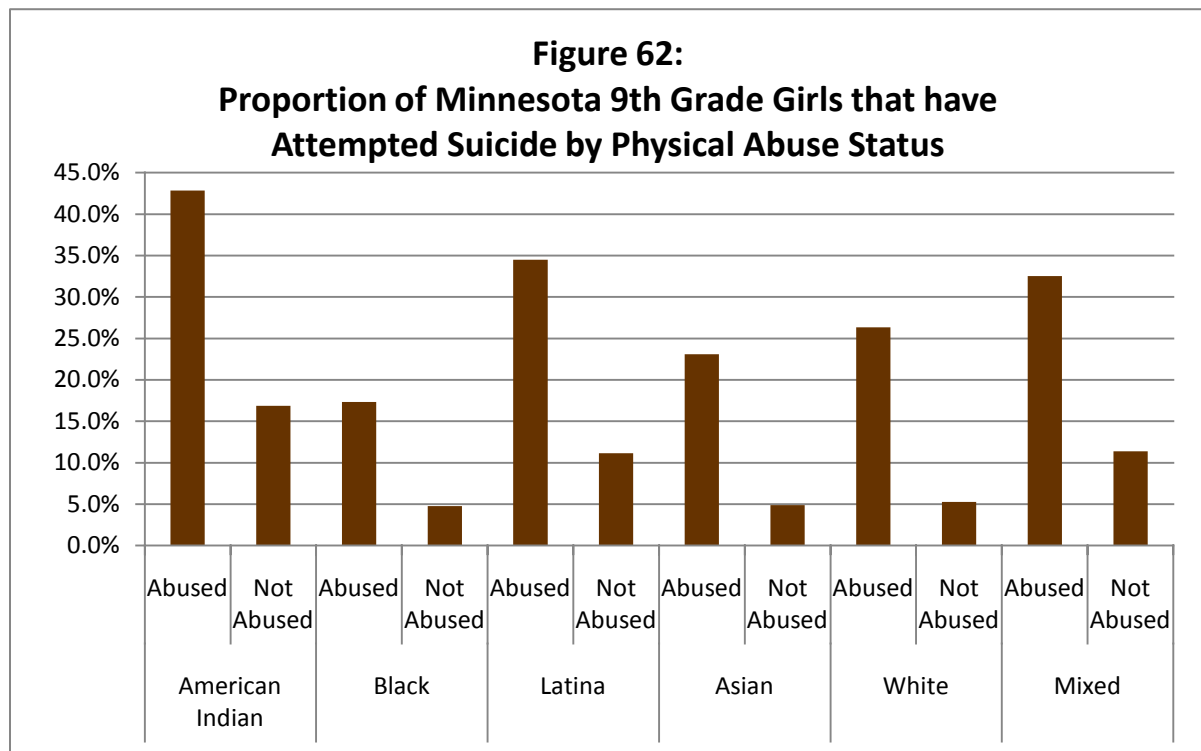
**Figure 61:
Proportion of Minnesota 9th Graders Thinking About or
Attempting Suicide, 2007**



Source: Minnesota Student Survey Trend Database, analysis by the Center on Women and Public Policy

And it only gets worse as girls age in to the mainstream media where women's bodies are used to sell everything from cars to beer and even sports heroines pose in men's magazines in sexy outfits. In the words of one 16 year old girl: "Women that sell their sexuality on TV influences the way we want to be; for girls that already have low self-esteem, it makes them feel even lower."¹³⁹

Hinshaw writes: **"Today's teenage girls are literally collapsing under the weight of adult expectations, consumerism and a highly sexualized pop/cyber-culture that celebrates physical perfection and stratospheric success."** The result, he says, of sexualization combined with expectations for girls to succeed, both in traditional female ways and in male ways, is onset of depression among girls at younger and younger ages, with onset falling from their 30's in the 1970's to their teens today.¹⁴⁰



Depression puts girls and boys at risk for suicide. **Almost twice as many Minnesota girls had suicidal thoughts or attempted suicide as boys** (Figure 61). Girls of color are especially at risk: in 2007, 47% of Native American, 36% of Latina, and 33% of Asian 9th grade Minnesota girls had suicidal thoughts; and 21% of Native girls and 16% of Latina girls actually attempted it. Overall, **8.9% of girls compared to 4.8% of boys attempted suicide.**

These rates climb much higher for children who been either physically or sexually abused (as shown in Figure 62). Approximately 26.3% of sexually abused white 9th grade girls attempted suicide, with higher rates among some girls of color (34.5% of Latina, 42.9% Native American, and 32.5% of mixed-race counterparts).

The 2007 Youth Risk Behavior Surveillance Survey of national trends places Minnesota 9th graders ahead of their national counterparts in the prevalence of suicide ideation. Nineteen percent (19%) of 9th grade girls participating in the national survey seriously considered suicide and 13% made a plan compared 31% of Minnesota 9th grade girls who have thought about suicide. And nationally, Minnesota 9th grade girls are slightly less likely to attempt suicide (8.9% compared to 10.5% nationally).¹⁴¹ Nationally, the suicide rate for girls is spiking after years of decline, increasing among 10 to 14 year olds by 76%, and among 15 to 19 year olds by 32%, between 2003 and 2004.¹⁴²

In a recent report, the U.S. Dept. of Health and Human Services concluded: “Mental illnesses, including those that disproportionately affect women, such as depression and anxiety disorders, are often chronic and recurrent. If left unrecognized and untreated, mental illnesses that occur in childhood frequently persist into adulthood. Indeed, research on child and adolescent mental health indicates that no other illness has such damaging effects on children as does mental illness.”

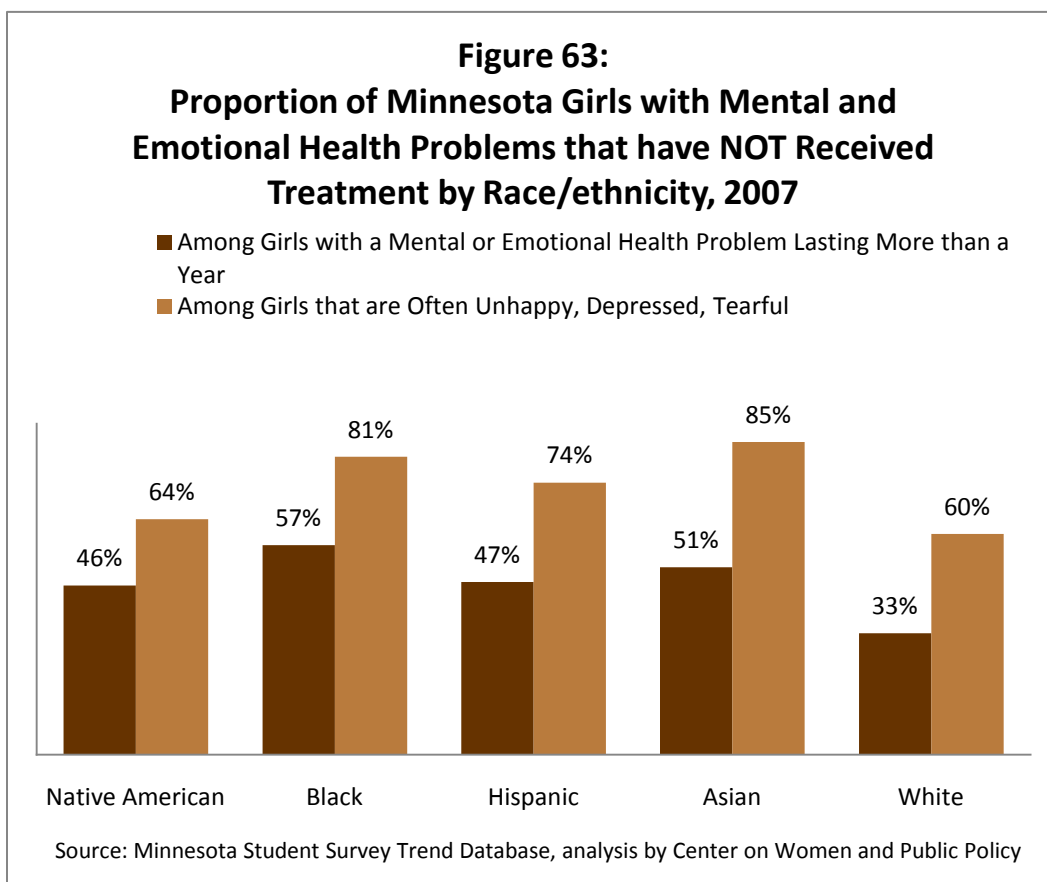
Researchers have found that episodes of major depression in teen years can alter brain chemistry, predisposing young women to recurrence throughout life.¹⁴³

The U.S. Surgeon General's report on mental health found that **there are a variety of effective treatments, but most individuals with mental illness do not get them.**¹⁴⁴ The National Mental Health Information Center estimates that only about 20% of women who suffer from depression seek treatment.

In Minnesota, 37% of girls who said they had a mental or emotional health problem that lasted more than a year, and 60% to 85% of girls who were “often unhappy, depressed or tearful” said they had not had treatment (Figure 63).

Women and girls of color are less likely than their white counterparts to receive treatment. For example, 7% of black women nationally suffering from depression receive care.¹⁴⁵ According to the MN Student Survey, more than half of Asian and African American girls (51% and 57% respectively) who reported a mental or emotional problem lasting a year or more indicated that they had not received treatment, compared to 33% of white girls.

There are several reasons for generally low treatment rates, particularly in communities of color, including stigma, fear of discrimination, lack of access, cost, and a lack of treatment options that are culturally appropriate.



While getting treatment is important, those involved in adolescent mental health point to the power of various approaches to prevent negative mental health outcomes in the first place.

Various environmental factors have been shown to increase resiliency and a person's ability to handle difficulties and overcome genetic predispositions. Research shows, for example, that connectedness to school and family can be “protective against emotional distress, suicidal thoughts and behaviors.”¹⁴⁶

An analysis of MN Student Survey data shows that a higher proportion of students that feel school adults or parents do not care about them hurt themselves or think about suicide much more than the proportion of students who feel that these adults care a lot about them ~ and the difference is more pronounced for girls than boys.

As Figure 64 shows, **58% of girls who think school adults don't care about them reported suicidal thoughts at some time in their life, compared to only 12% of the girls who thought school adults cared about them a lot.** There is only a minor difference between boys and girls who feel cared for by school adults, but a lower proportion (39%) of boys who didn't feel cared for by these adults reported suicidal thoughts compared to girls.

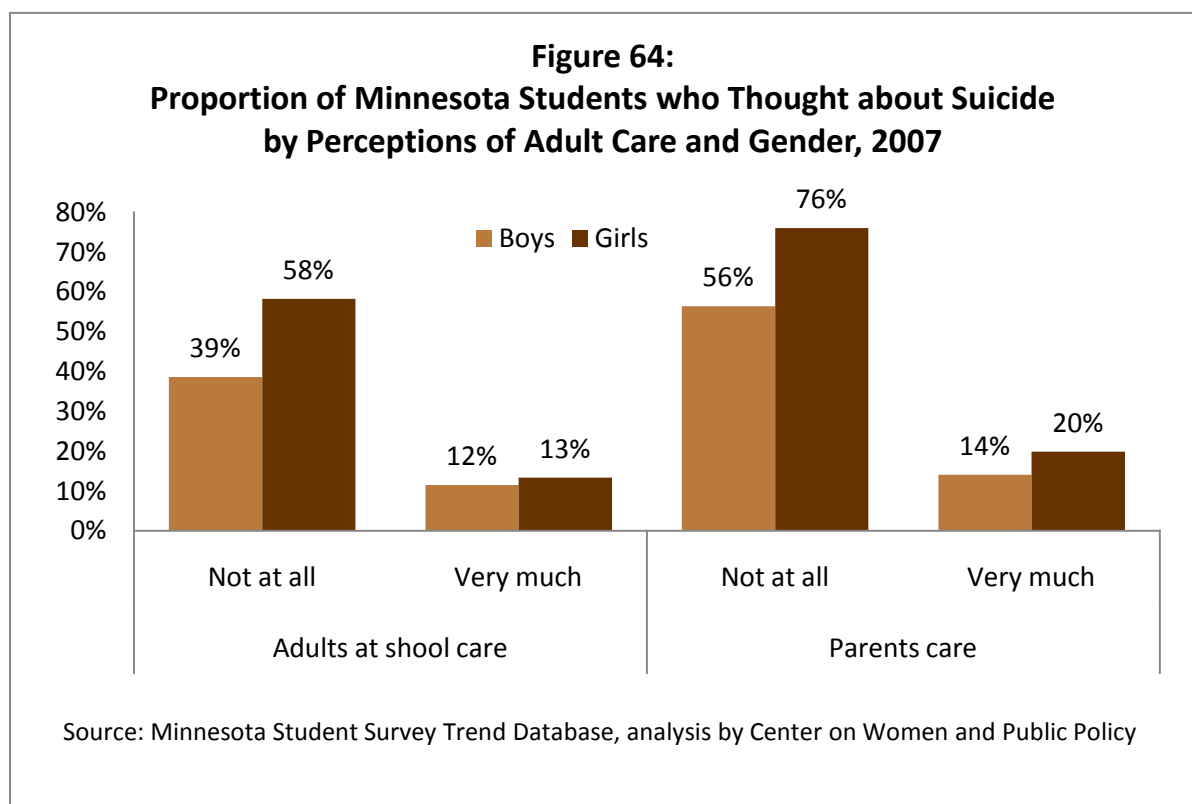


Table 13: Proportion of Minnesota Students who Hurt Themselves on Purpose by Gender and Perceptions of Adult Care, 2007 (MN Student Survey)

		Hurt Self on Purpose			
Gender		Adults at school care		Parents care	
		Not at all	Very much	Not at all	Very much
Male	During past year	22.3%	6.8%	34.5%	6.7%
	More than a year ago	7.5%	3.7%	10.4%	3.6%
Female	During past year	35.7%	6.6%	52.3%	8.8%
	More than a year ago	14.5%	4.4%	13.1%	7.2%

As Table 13, Figure 64 and many research studies show, connectedness can have an important protective effect for some girls and boys, but many young people who believe adults care about them do still hurt themselves on purpose and think about suicide, among other negative mental health outcomes.

OBESITY:

Obesity rates for Minnesota women climb steadily

While tyranny of the unachievable body image is wreaking havoc on the mental and physical health of Minnesota's women and girls, obesity poses an equally real threat.

Approximately 20% of Minnesota girls (participating in the Minnesota Student Survey who provided weight and height information) whose BMI was normal or lower perceived themselves to be overweight. However, 31% thought their weight was just right when their BMI placed them in the overweight category. While BMI does not tell the whole story (girls with healthy lifestyles can have high BMIs and interpreting BMIs for children is complicated), increasing obesity rates in Minnesota are taking a toll on the health of women and girls. Obesity increases the chances that women and girls will develop serious chronic health problems, such as Type II diabetes, hypertension, heart disease and cancer.¹⁴⁷

Table 14: Proportion of Minnesota Adults that are Overweight or Obese by Gender and Year (BRFSS)

	Overweight Men		Overweight Women		Obese Men		Obese Women	
	MN	US	MN	US	MN	US	MN	US
1998	55.3	44.8	31.8	27.3	17.5	18.4	14.9	18.2
2003	47.1	44	28.9	29.1	25.2	23.2	20.8	21.9
2008	44	43.1	31.3	29.7	26.1	27.4	24.2	25.6

In general, men and boys in Minnesota and nationally are more likely to be overweight. However, the percentage of overweight Minnesota men has declined slightly since 1998, **while the rates for women have steadily climbed** (see Table 14 and Figure 65). In 2008, 25% of Minnesota women were classified as obese and another 31% were overweight. While the gap is closing, women's rates remain lower than those of Minnesota men (who are 26% obese and 44% overweight).

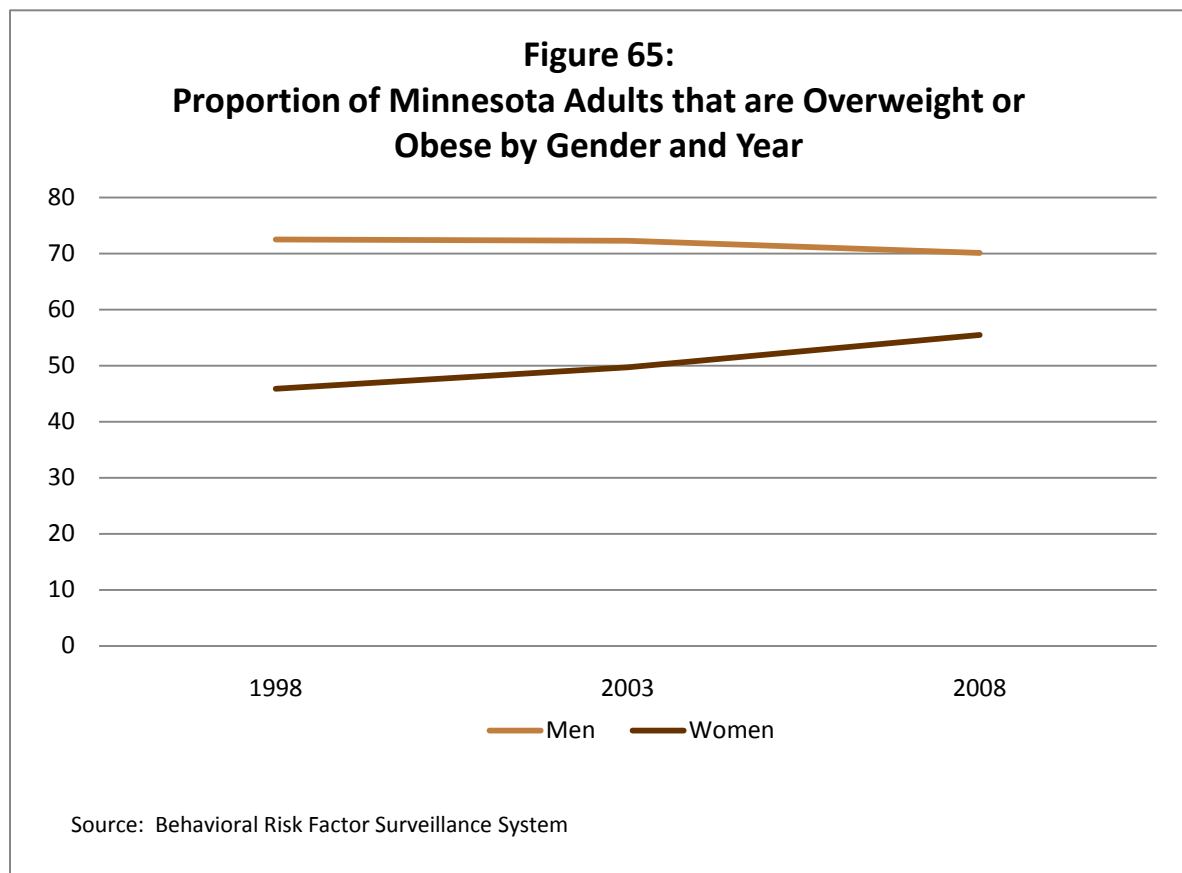
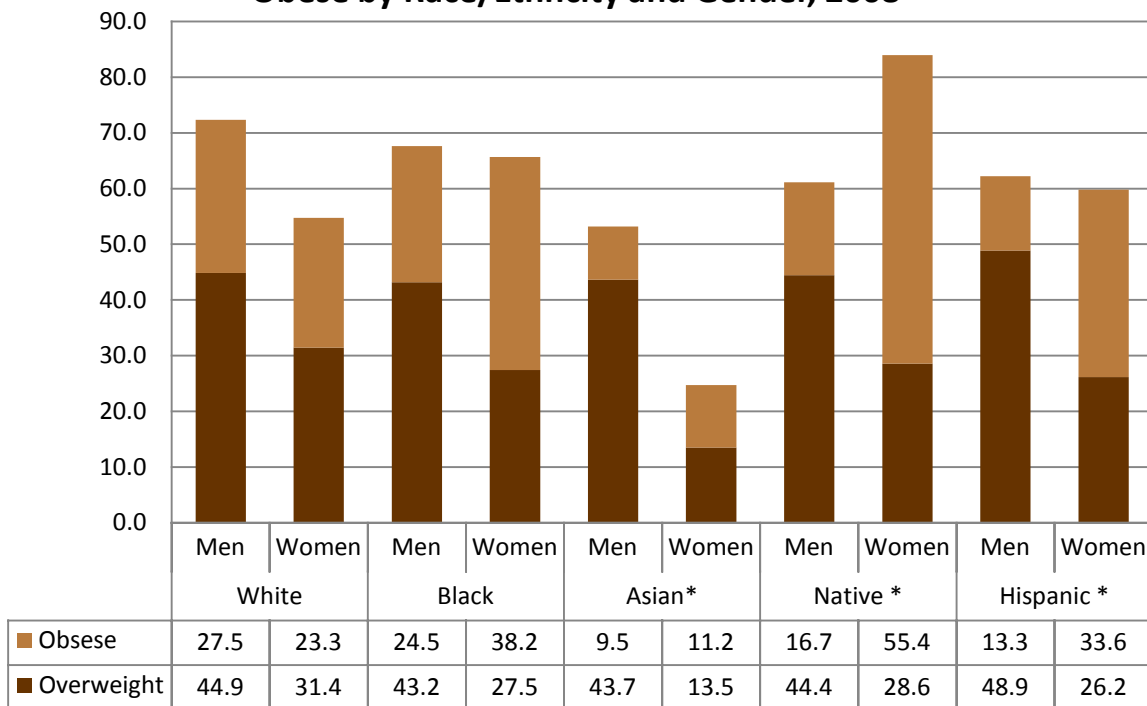


Figure 66:
Proportion of Minnesota Adults that are Overweight or Obese by Race/Ethnicity and Gender, 2008



* n < 100

Source: Behavioral Risk Factor Surveillance System,

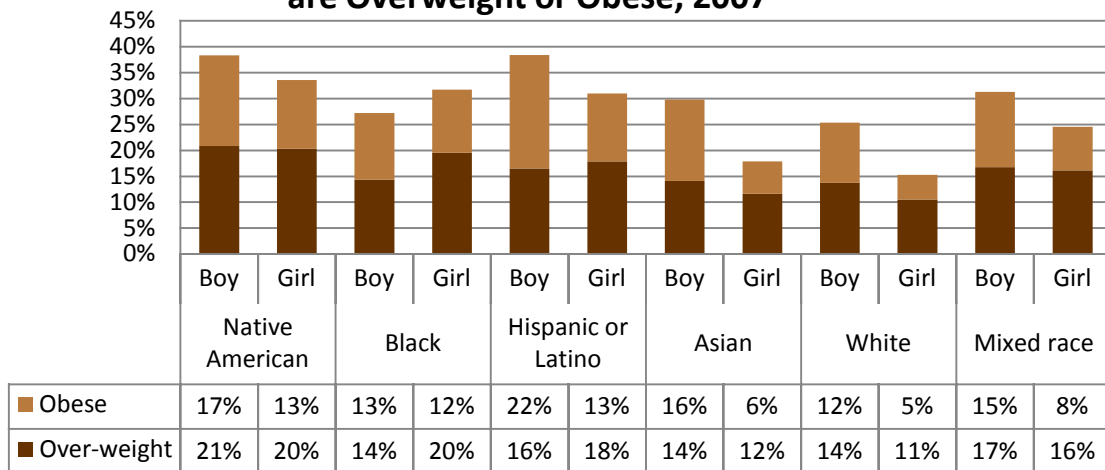
In both Minnesota and the U.S. as a whole among women, Native American, African American and Latina women and girls have the highest rates of obesity, while Asian and white women and girls have the lowest rates. Sixty-five percent of Minnesota black women, 83% of Native American women and 60% of Latina women are overweight or obese (as shown in Figure 66).

Research shows some relationship between obesity rates and poverty. It also shows that women of color and their families are the most likely Minnesotans to be poor. “While individuals have choices about what they eat or how active they are, these decisions are affected by factors that are beyond individual control. For instance, in neighborhoods with limited grocery stores or unsafe parks, it is harder for people to eat healthy foods and be physically active.”¹⁴⁸

National studies place Minnesota as the state with the lowest levels of overweight or obese children (10 to 17 year olds), estimated at 23%.¹⁴⁹ These percentages are consistent, although slightly higher than MN Student Survey (2007) results, which showed that 22% of 9th graders and 21% of 12th graders (listing weight and height in the survey) were classified as overweight or obese. Boys are more likely across most race and ethnicity categories (except black) to fall in these categories than girls (Figure 67).

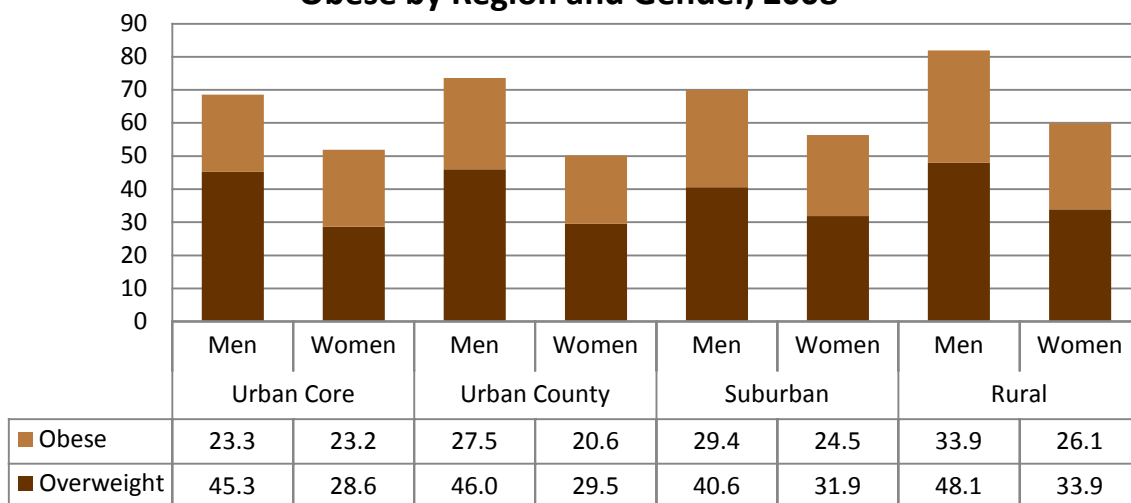
Minnesota women and men who live in rural areas of the state are more likely to be overweight or obese than suburban and urban men and women: 60% of rural women, compared to 56% of suburban, 49% of women who live in an urban county, or 51% that live in the urban core are classified as overweight or obese.

Figure 67:
Proportion of Minnesota Students (Grades 9 and 12) that are Overweight or Obese, 2007



Source: Minnesota Student Survey Trend Database, analysis by Center on Women and Public Policy)

Figure 68:
Proportion of Minnesota Adults that are Overweight or Obese by Region and Gender, 2008



Source: Behavioral Risk Factor Surveillance System

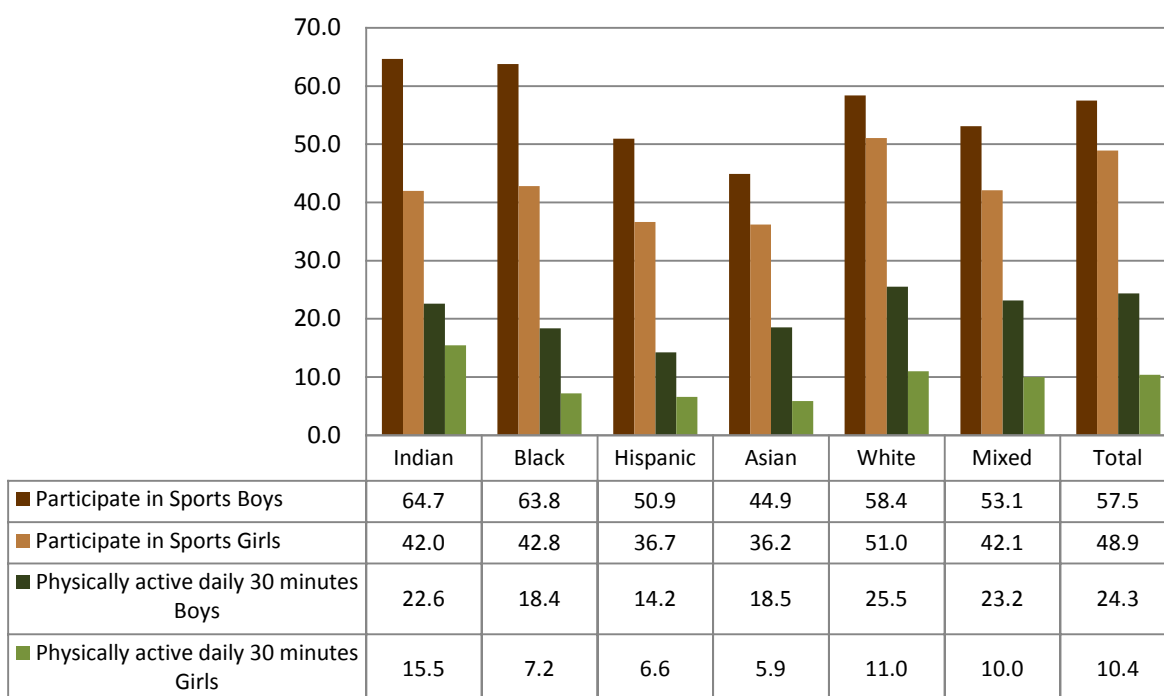
Decreases in physical activity nationwide contribute to the obesity epidemic. One important strategy for addressing obesity among women and girls without invoking the issues associated with “unrealistic body” image is advocating for healthy lifestyles that include eating well and exercising.

Unfortunately, according to research conducted by the Girl Scouts, “For most girls, being healthy has more to do with appearing ‘normal’ and feeling accepted than maintaining good diet and exercise habits.” ¹⁵⁰

MN Student Survey (2007) results show that **Minnesota girls are less likely than boys to be physically active daily (10% of 12th grade girls compared to 24% of boys) or participate in sports (48% of 12th grade girls compared to 59% of boys).** Most girls of color are less likely than white girls or boys to be physically active daily (11% white compared to 5.9% Asian, 6.6% Latina and 7.2% Black) or participate in sports (see Figure 69).

Girl Scout researchers also found that “[t]he more physically active girls are, the greater their self-esteem and the more satisfied they are with their weight, regardless of how much they weigh.”

**Figure 69:
Proportion of Minnesota 12th Graders Engaging in Physical
Activities by Gender and Race/Ethnicity, 2007**



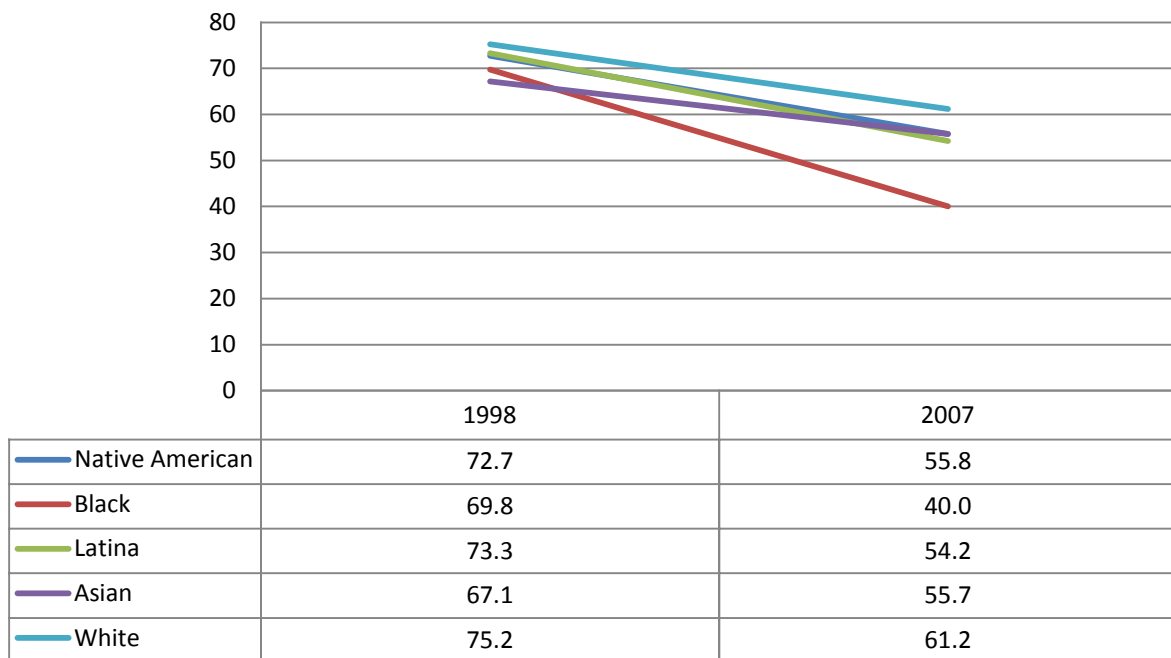
Source: Minnesota Student Survey Trend Database, analysis by Center on Women and Public Policy

On the flip side, the Girl Scout researchers also found that inactive girls consider themselves overweight and are less satisfied with their appearance. “Many girls (ages 11-17) say they do not play sports because they do not feel skilled or competent (40%) or because they do not think their bodies look good (23%).” ¹⁵¹

MN Student Survey (2007) data show a **decline in exercise as a weight control mechanism** (Figure 70). Between 1998 and 2007, there was a drop of 29 percentage points among 12th grade black girls, a 19-point drop for Latina girls, a 17-point drop for Native American girls, and a 15-point drop, overall.

The Girl Scout research points to the influential role mothers play in how girls define healthy lifestyles. Our research shows that many Minnesota women do not engage in any regular physical activity ~ even though Minnesota ranks best in the nation for the low proportion of adults that are not physically active, 16.3%.

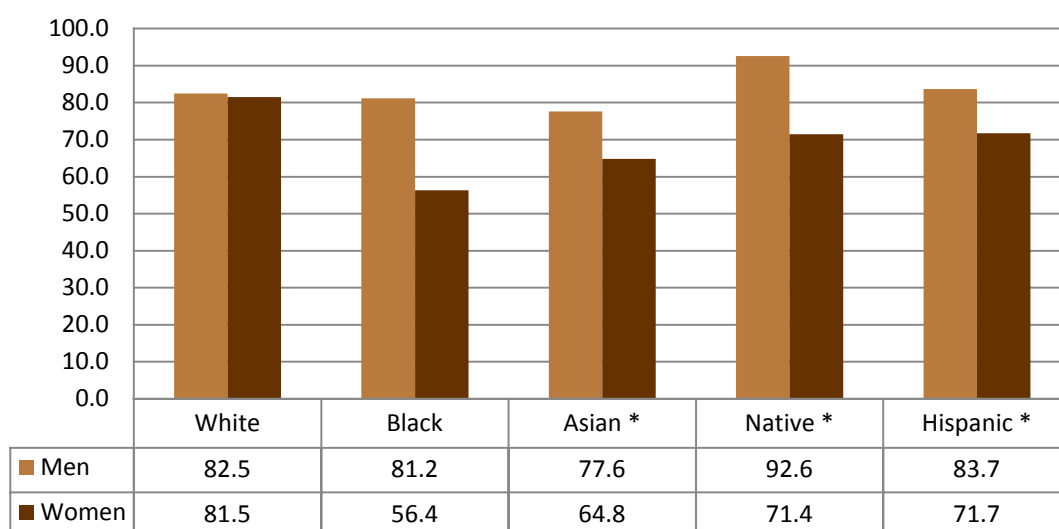
Figure 70:
Proportion of Minnesota 12th Grade Girls that Exercise to Control Weight, 2007



Source: Minnesota Student Survey Trend Database

The averages, however, mask the differences among women. For example, 43% of African American women, 22% of rural Minnesota women, and 23% of 18-24 year old women report no physical activity in the past month. Overall, women are less likely than men to engage in physical activity in every race/ethnicity, although white men are only narrowly more active than white women. Eighty-one percent of black men participated in physical activities in the past month compared to just 56% of black women (Figure 71).

Figure 71:
Proportion of Minnesota Adults that Participated in Physical Activities in the Past Month, 2008



* n < 100

Source: Behavioral Risk Factor Surveillance System, <http://www.cdc.gov/BRFSS/>

A health crisis for Native American women and girls in Minnesota

- **General Health.** Both Native American girls and women report worse than average general health. Women report bad health on a one third of the days in each month and a third of girls “get lots of headaches, stomachaches, or sickness.”
- **Obesity & Disease.** Native women are heavier, which leads to diabetes and death from heart disease. Fifty-five percent of Native American women are considered obese -- 20% higher than any other group -- and are twice as likely as other women to have diabetes. Native women have the highest heart disease mortality rates among all women.
- **Substance Abuse.** Native girls are more likely to drink, use marijuana, and smoke and at a younger age than other girls and they are two to three times more likely to have been treated for an alcohol or drug problem
- **Smoking & Lung Cancer.** As adult, Native American women are also significantly more likely to smoke, leading to the highest incidence and mortality rates for lung cancer later in life
- **Reproductive Health.** Native girls have intercourse at the 9th grade levels at higher rates, have among the highest teen birth rates, especially in some rural areas, are the most likely to receive inadequate prenatal care, and have among the highest infant mortality rates in the state.
- **Mental Health.** Mental health measures for 9th grade Native girls are particularly devastating:
 - 46% have hurt themselves on purpose.
 - 40% are extremely or quite a bit hopeless.
 - 47% have suicidal thoughts.
 - 21% have attempted suicide.
 - 25% have been physically abused and 16% have been sexually abused.
 - Among those that have been sexually or physically abused, 34% have attempted suicide.

CANCER:

Almost half of Minnesota women will be diagnosed with a potentially fatal cancer during their lifetime and a quarter will die from some form

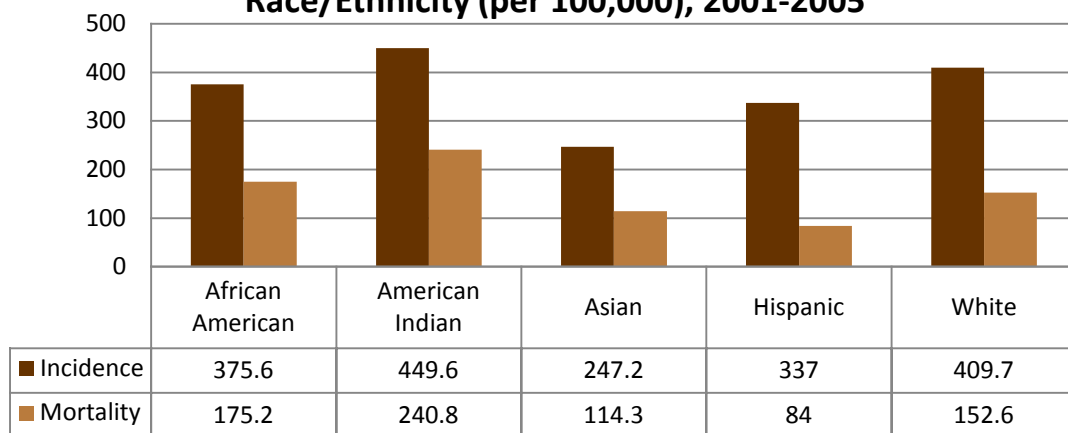
Overall cancer is declining both in Minnesota and nationally, but more rapidly for men than women. Based largely on a more rapid relative decline in heart disease, cancer became the number one cause of death in Minnesota around the year 2000. In 2006, 9,065 people in Minnesota died from cancer compared to 7,506 heart disease deaths.¹⁵²

With cancer and other diseases, significant racial/ethnic disparities exist in Minnesota. While cancer mortality in Minnesota is lower overall than the nation, Native American women in our state are two times more likely to die from cancer than Native American women nationally. **Native American women in Minnesota are 10% more likely to be diagnosed with cancer than white women, but 58% more likely to die from it.**¹⁵³

Minnesota's African American women are 8% less likely than white women to get cancer, but 15% more likely overall to die from the disease: 20% more likely to die from lung cancer, 40% more likely from colon and rectal cancer, and 21% from breast cancer.¹⁵⁴

Cancer is **less prevalent** (18%) and **less deadly** (45%) for Minnesota's Latina women compared to white women. According to the American Cancer Society, "Much remains to be learned about the causes of race/ethnic differences in cancer incidence and mortality, and the relative importance of cultural, social, economic, and genetic differences is controversial."¹⁵⁵

Figure 72:
Cancer Incidence and Mortality for Minnesota Women by Race/Ethnicity (per 100,000), 2001-2005



Source: MCSS, in Minnesota Cancer Facts and Figures 2009

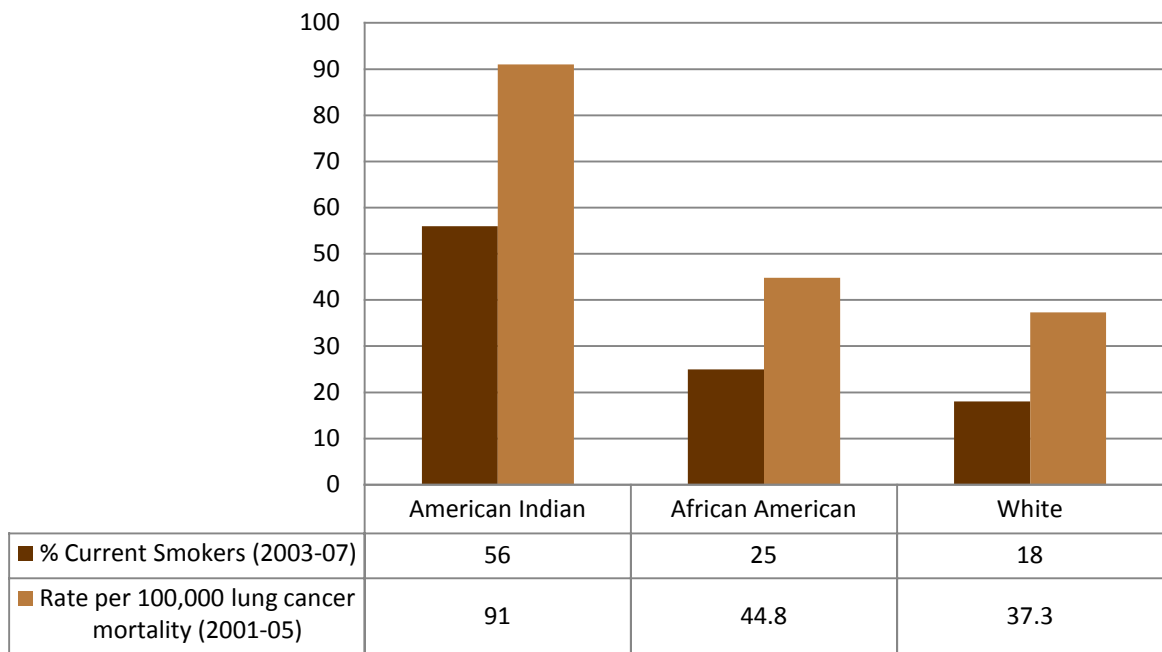
LUNG CANCER

Between the late 1980's and 2005, the lung cancer mortality rate for Minnesota women climbed by 28%, while men's rates declined 17%.¹⁵⁶

Even when diagnosed at the same stage, those with lung cancer are less likely to survive than those with other cancers. The American Cancer Society attributes 90% of lung cancer to cigarette smoking and disparities in lung cancer among Minnesota women track closely with smoking rates.

While smoking among adults and children in Minnesota has been on the decline overall, during 2003-2007 more than half of **Native American women** were current smokers, translating into the **highest lung cancer mortality rates among women** (91 deaths per 100,000 women). Lung cancer mortality rates for Native American women are **nearly three times** the rate of white women and **more than twice** the rate of African American women (Figure 73).¹⁵⁷

Figure 73:
Proportion Current Smokers and Lung Cancer Mortality Rate
(per 100,000) for Minnesota Women by Race/ethnicity



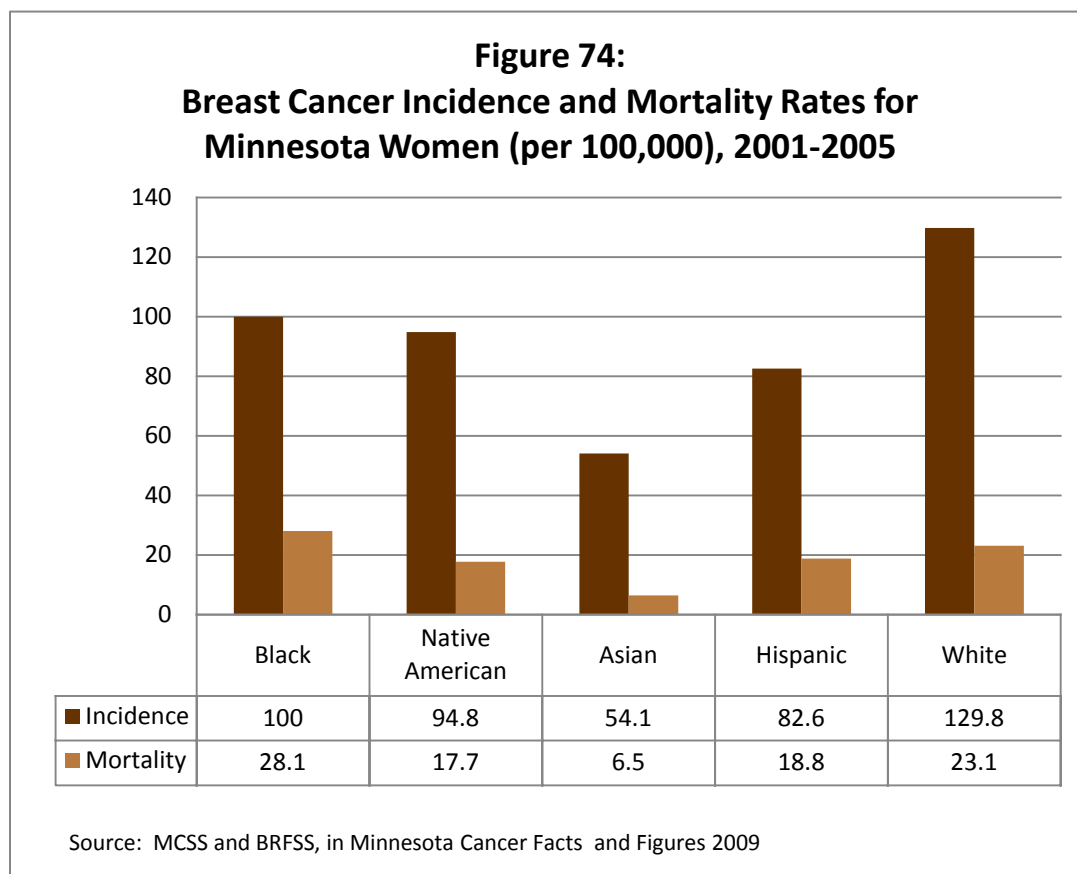
Source: MCSS and BRFSS, in Minnesota Cancer Facts and Figures 2009

BREAST CANCER

Despite dramatic increases in breast cancer research in recent years, known risk factors can only account for 30-50% of breast cancers. “The majority of women diagnosed with this disease do not have a known risk factor.”¹⁵⁸

Experts suggest the best approach, given these unknowns, is identifying breast cancer early enough to successfully treat it. If detected early, breast cancer survival is relatively high at 98%.

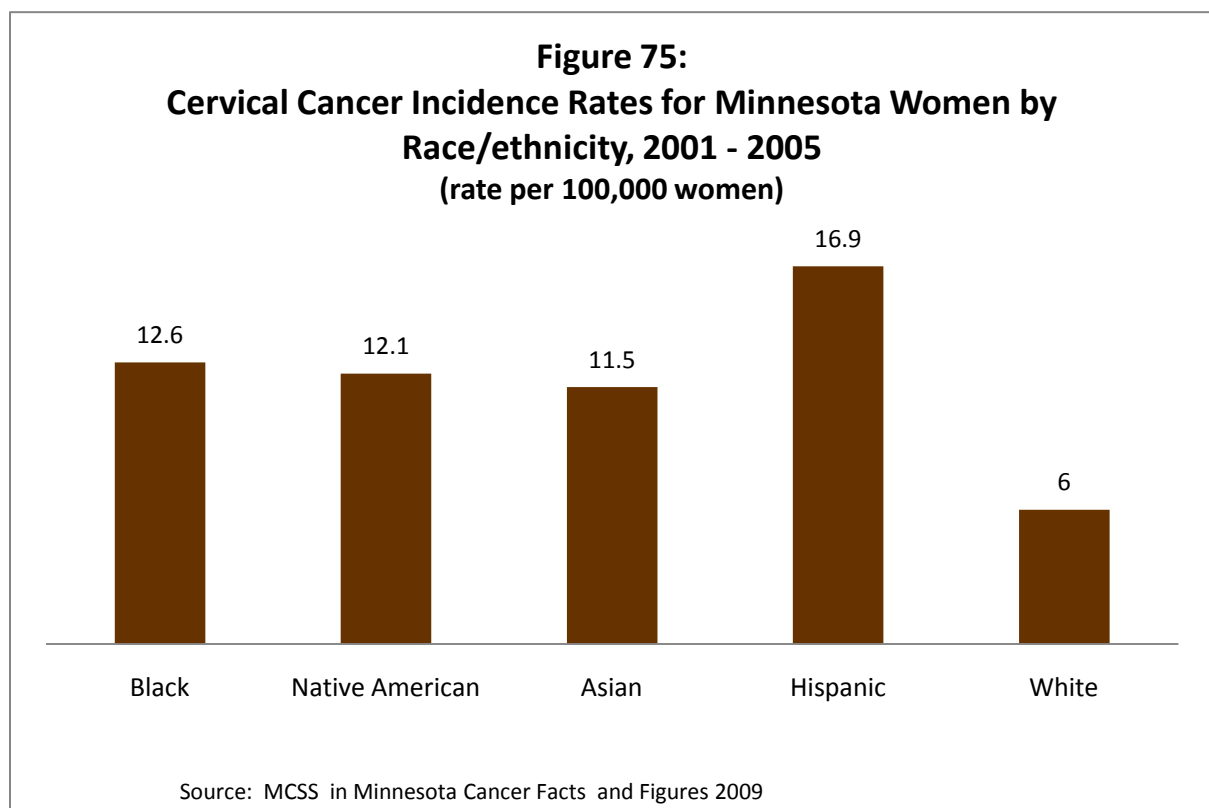
Annually, approximately 3,500 Minnesota women are diagnosed with breast cancer and 650 die. White women are most likely to receive a breast cancer diagnosis, but African American and Native American women are less likely to survive the disease than their white counterparts (Figure 74).¹⁵⁹



CERVICAL CANCER

Cervical cancer and incidence are declining in Minnesota and nationally. However, **cervical cancer strikes at an earlier age than other cancers**. About 60% of the 170 women who get invasive cervical cancer annually in Minnesota are under 50 years old. An estimated 45 women die of cervical cancer each year here, and 30% of those deaths are among women under 50.

Cervical cancer hits Latina women harder than other racial/ethnic groups, with a rate three times as high as white women. Other women of color in Minnesota have double the rates of white women. Evidence suggests that “less effective screening among women of color” is the primary reason for disparities.¹⁶⁰



REGIONAL DIFFERENCES

Women in the northeast region of the state have higher than average rates for the most common cancers found in women, breast and lung. Women in northeastern Minnesota have lung cancer mortality rates of 43 per 100,000, compared to a statewide average of 37.3 per 100,000, and breast cancer incidence of 137.9 per 100,000 compared to a statewide average of 129.3. The region’s averages are driven up by its largest county, St. Lois with the state’s highest rate (146.3). Cervical cancer incidence is also higher in northeast Minnesota than the statewide average, 8.9 compared to 6.6 per 100,000.

Heart Disease & Stroke in Minnesota Women

While men have more heart attacks than women, and have them earlier in life, “Each year [nationally] about 55,000 more women than men have strokes, and about 60 percent of total stroke deaths occur in women.”

In Minnesota, equal numbers of men and women die from stroke each year (41 deaths per 100,000, 2005). Coronary heart disease, which causes heart attack, is the leading cause of death for American women, but 30% lower heart disease rates in Minnesota make it the second most common cause of death in the state.

The Mayo Clinic defines several ways in which risks vary for women. “Although the traditional risk factors for coronary artery disease — such as high cholesterol, high blood pressure and obesity — affect women and men, other factors may play a bigger role in the development of heart disease in women.” The list of factors includes:

- **Metabolic Syndrome.** This combination of fat around the abdomen, high blood pressure, high blood sugar and high triglycerides has a greater impact on women..
- **Stress & Depression.** Mental stress and depression affect women's hearts more than men's. Depression is twice as common in women as in men, and it increases the risk of heart disease by two to three times compared with those who aren't depressed.
- **Tobacco Use.** Smoking is a greater risk factor for heart disease in women than in men.
- **Menopause.** Low levels of estrogen after menopause pose a significant risk factor for developing cardiovascular disease (small vessel heart disease) in the smaller blood vessels.

Ambiguous Warning Signs

The symptoms that women experience prior to a heart attack are not those typically experienced by men.

“The most frequently reported symptoms for women are unusual fatigue, sleep disturbances, shortness of breath, indigestion and anxiety. The majority of women (78 percent) reported at least one symptom for more than one month before their heart attack. Only 30 percent reported chest discomfort, which was described as an aching, tightness, pressure, sharpness, burning, fullness or tingling.”

“Many women tend to show up in emergency rooms after much heart damage has already occurred, because their symptoms are not those typically associated with a heart attack.” Since two-thirds of women who have a heart attack fail to make a full recovery, prevention is important.

Take Action to Prevent Heart Disease

- *Stop smoking.* Smoking is a greater risk factor for women than men.
- *Eat healthy.* Eating the right foods affects several risk factors: cholesterol, blood pressure, diabetes and weight.
- *Be active.* Thirty minutes of physical activity daily can also help lower blood pressure, lower cholesterol and keep weight at a healthy level.
- *Reduce stress.* Stress can affect other risk factors and behaviors, including high blood pressure, smoking, physical inactivity and overeating.
- *Limit alcohol.* According to the American Heart Association, drinking too much alcohol can raise blood pressure, lead to heart failure or stroke and produce irregular heartbeats.

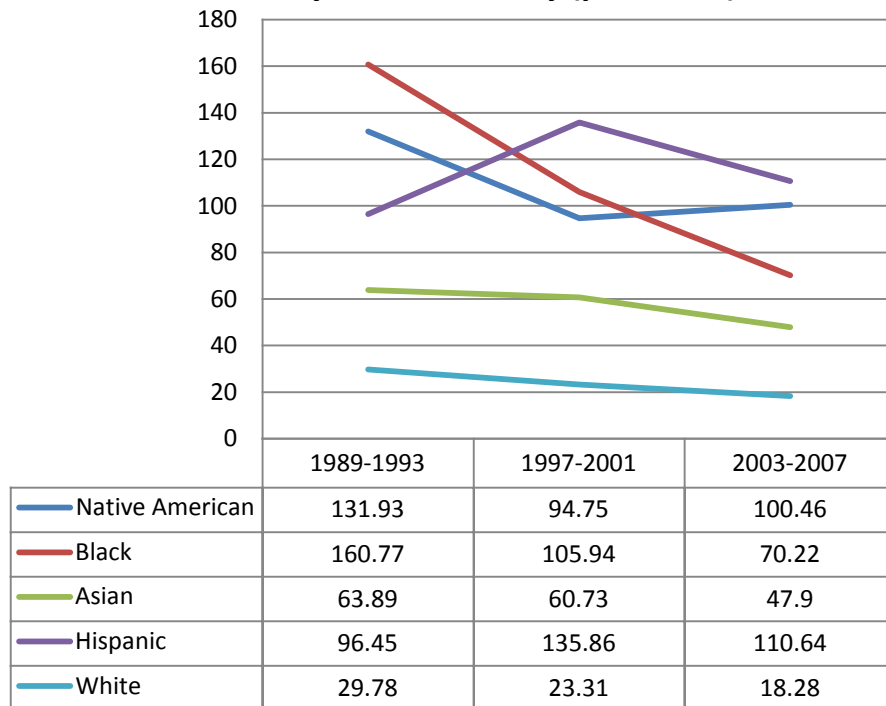
REPRODUCTIVE HEALTH

Teen birth rate high among some girls as birth control use declines

While white teens in Minnesota had birth rates lower than the national average in 2008 (17.3 per 1,000 compared to 26.7 per 1,000), **girls of color had higher rates.**

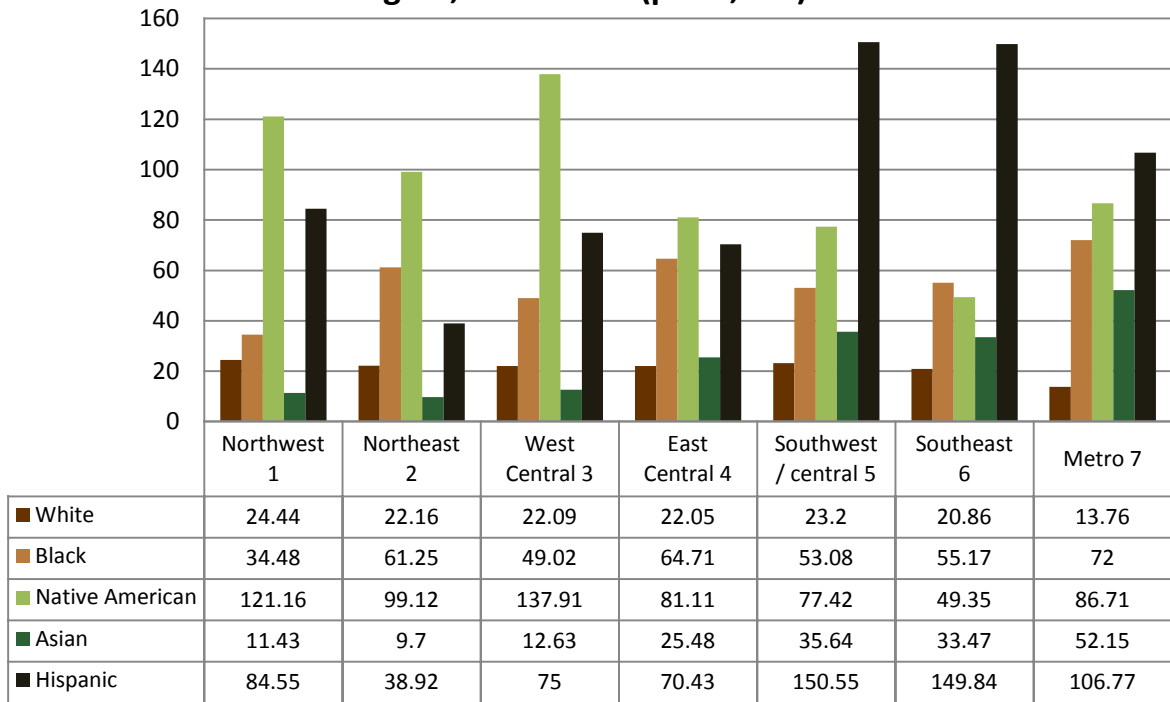
For example, the national birth rate for African American teen girls in 2008 was 62.9 births (per 1,000 African American teen girls), compared to a Minnesota rate of 73.5. Among Native American girls, the Minnesota rate in 2008 (103.7 births per 1,000) was almost double the national average (58.4 per 1,000). This holds true for Asian girls, as the state rate (45.7 per 1,000) was more than double the national one (16.2 per 1,000). Latina teens in Minnesota had a birth rate (97.7 in 1,000) compared to a national rate of 77.4, the highest birth rate nationally.¹⁶¹

Figure 76:
Birth Rates among 15-19 Year Old Minnesota Women by Race/ethnicity (per 1,000)

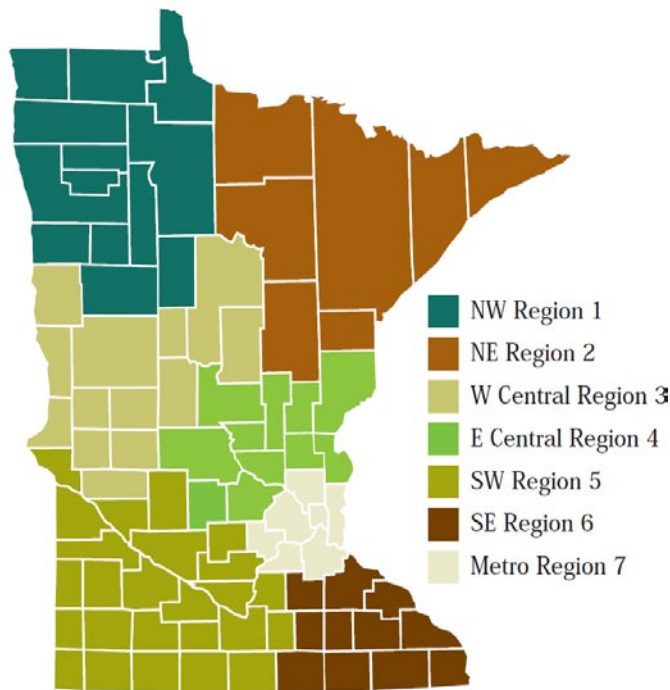


Source: Minnesota Department of Health and MOAPPP

Figure 77:
Birth Rates for Minnesota Women (15-19 years old) by
Region, 2003-2007 (per 1,000)



Source: Minnesota Department of Health, Judy Palermo



A significant portion of teen births are to girls who are already mothers. On average, **17.3% of Minnesota teen births are a subsequent birth**, compared to 19.6% nationally.

According to MOAPPP, around a quarter of births to black (22%), Native American (24%), Asian (29%), and Latina (21%) Minnesota adolescents are a “subsequent” or second (or more) births.¹⁶²

Teen birth rates vary across the state. **Among white girls, rates in rural areas (2003-2007) are higher than in the metro area and higher than the statewide average (Figure 77).**

Among 18-19 year olds nationally, the decline in birth rates between 1995 and the early 2000's was primarily due to increased contraceptive use. For 15-17 year olds, on the other hand, 75% was attributable to contraceptive use and 25% to reduced sexual activity.¹⁶³

These generally positive trends suggest the importance of sexual health education for youth and access to contraceptives. Based on a review of hundreds of state and national studies, the National Campaign to Prevent Teen and Unplanned Pregnancy found that 75% of the 48 comprehensive sex education programs they reviewed that supported both contraceptives and abstinence had positive effects on sexual behaviors, including delayed initiation and frequency, reduced number of partners, and fewer incidents of unprotected sex.

On a 2006 statewide survey, a majority of districts that responded said that they teach both abstinence and contraceptive use. Since that survey, sex education experts in Minnesota contend that there has been a chilling effect resulting in fewer school districts willing to cover contentious subjects like how to use a condom.¹⁶⁴

Despite widespread support among parents across the state for sex education (91% support at the high school level and 84% at the junior high/middle school level or 89%), Minnesota does not require a standardized approach that includes both abstinence and contraceptives, or funding and training for teachers.¹⁶⁵

TEENS, SEX & RISKY BEHAVIORS

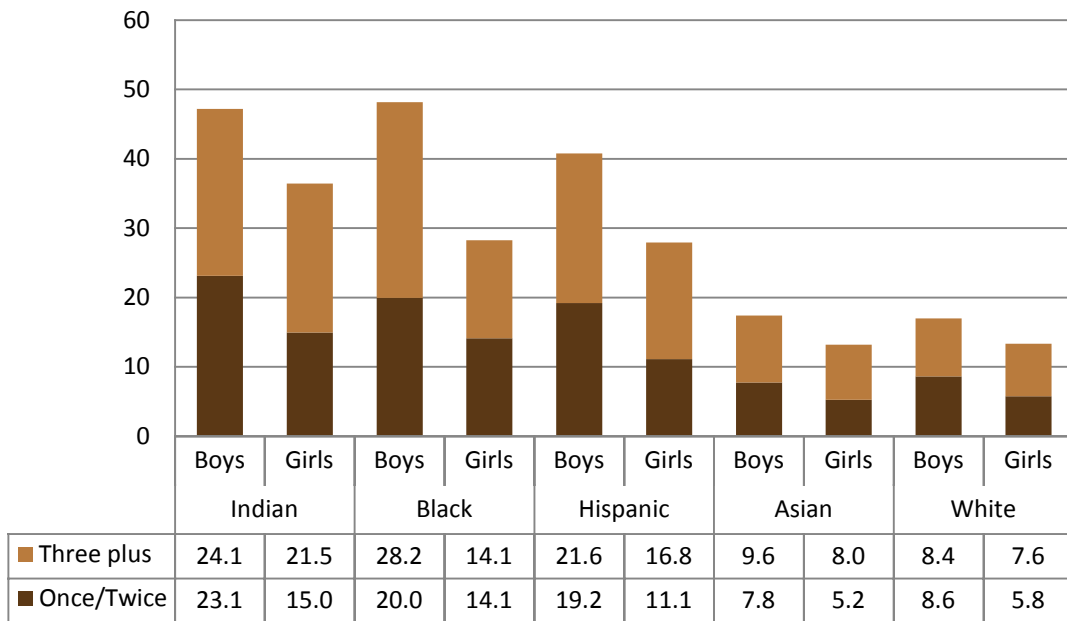
The percentage of Minnesota students having sexual intercourse has generally gone down since 1998, but the rates of intercourse for 12th graders actually rose from around 46% in 2004 to 48.4% in 2007.

Among 9th graders, rates have continued to fall. For example, the MN Student Survey showed that in 1998, 35% of 9th grade Native American girls had intercourse three or more times; by 2007, the percentage had decreased to 22%. However, **a significant number of 9th graders remain sexually active** (Figure 78).

While fewer Minnesota 9th graders are engaging in sexual intercourse, risky behaviors have been on the rise since 1998 for the teens that are sexually active (Figure 79).

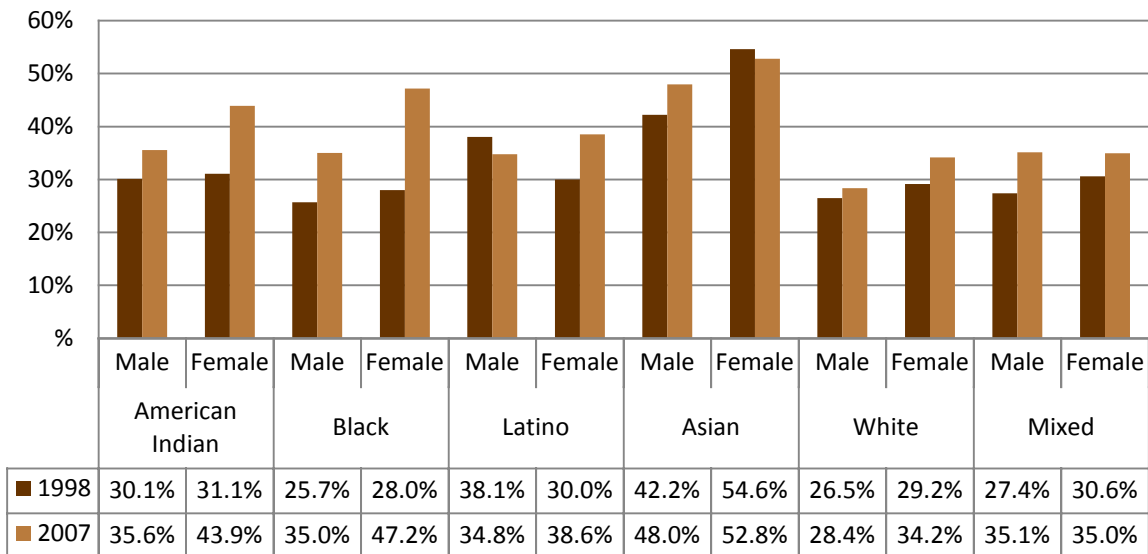
A high proportion of sexually active 9th graders neither talk about pregnancy prevention nor use any form of birth control and these risky behaviors are on the rise across all racial/ethnic groups. One-third to one-half of sexually active 9th graders, depending on race/ethnicity never talk to their partner about preventing pregnancy, and 38% of sexually active 9th grade girls never use any form of birth control.

Figure 78: Proportion of Minnesota 9th Graders that have had Intercourse by Race/ethnicity, 2007



Source: Minnesota Student Survey Trend Database, analysis by Center on Women and Public Policy

**Figure 79:
Proportion of Sexually Active Minnesota 9th Graders that Never Use Any Birth Control Method, 1998 and 2007**



Source: Minnesota Student Survey Trend Database, analysis by the Center on Women and Public Policy

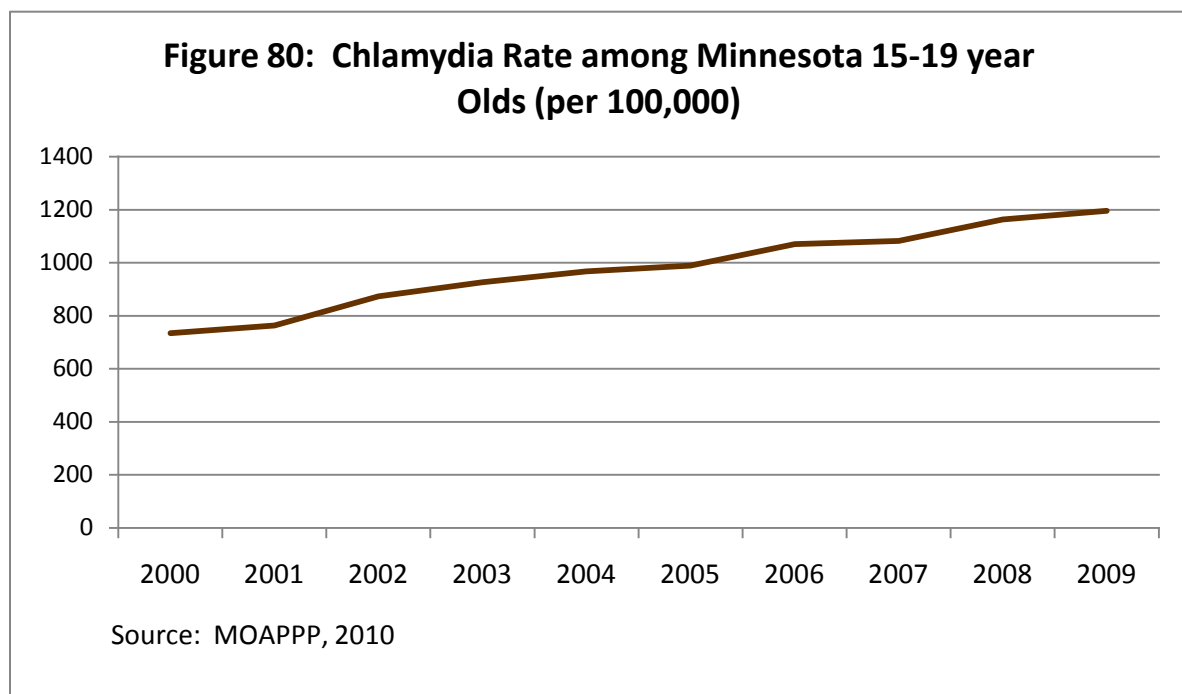
Thirty-nine percent of sexually active 9th grade white girls never talk with their partner about STDs/HIV/AIDS; 47% of African American girls never use any form of birth control (Figure 79), up from 28% in 1998; 34% of Asian girls never talk with their partner about preventing pregnancy. Sexually active Asian girls and boys are less likely than other 9th and 12th graders to talk about or use birth control.

The 2006 survey found that middle-schools are less likely than at the high schools to provide information about contraceptives; only 35% of schools reported doing so.¹⁶⁶

SEXUALLY TRANSMITTED DISEASES

These behaviors also **contribute to high rates of STD infections among Minnesota's adolescent girls.** According to MOAPPP's 2009 *Minnesota Adolescent Sexual Health Report*, the rate of increase in Chlamydia cases among the state's 15-19 year olds doubled from 3% between 2005 and 2006 to 7.7% between 2006 and 2007.¹⁶⁷ "Even though they account for only 7% of the population in Minnesota, adolescents aged 15-19 accounted for 30% of Chlamydia and 26% of gonorrhea cases in 2008."¹⁶⁸ In 2008, **girls account for 82% of the 2008 Chlamydia cases among 15-19 year olds (and boys 18%).**

Minnesota's girls of color experience much higher rates of Chlamydia than white girls. "Compared to white adolescents aged 15-19, the Chlamydia rate was 23 times higher for African Americans; six times higher for Native Americans; four times higher for Latinas; and twice as high for Asian/Pacific Islanders."¹⁶⁹ **Around a third of the state's sexually active 9th graders are not communicating with their partner about STDs.**



ACCESS TO CARE

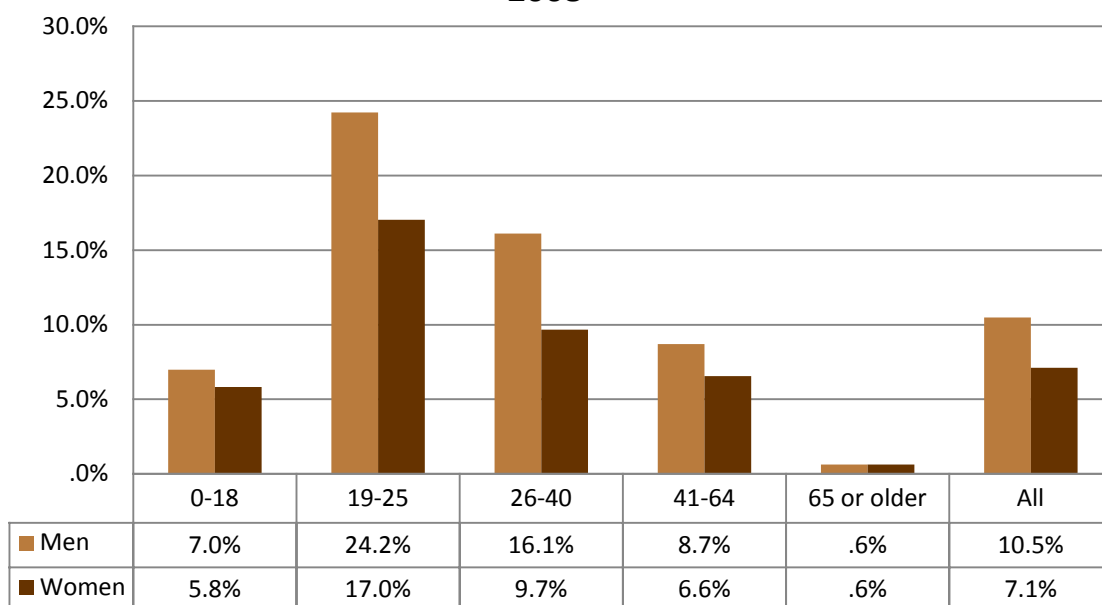
The number of uninsured Minnesotans climbed from an estimated 374,000 in 2007 to 480,000 in 2009

Even with recent increases in the number of people without health insurance, Minnesota continues to have one of the lowest uninsured rates in the nation.¹⁷⁰ The MN Department of Health (MDH) attributes the state's unusually high rate of coverage to the number of individuals on employer provided care, although the proportion of Minnesotans with this form of insurance is declining, from 62.5% in 2007 to 57.2% in 2009.¹⁷¹

Women in Minnesota are more likely to have coverage than men across all racial/ethnic groups. According to the latest MDH survey, 65% of those without insurance in Minnesota are men. Overall, 12% of Minnesota males were uninsured in 2009 compared to 6.3% of females.¹⁷²

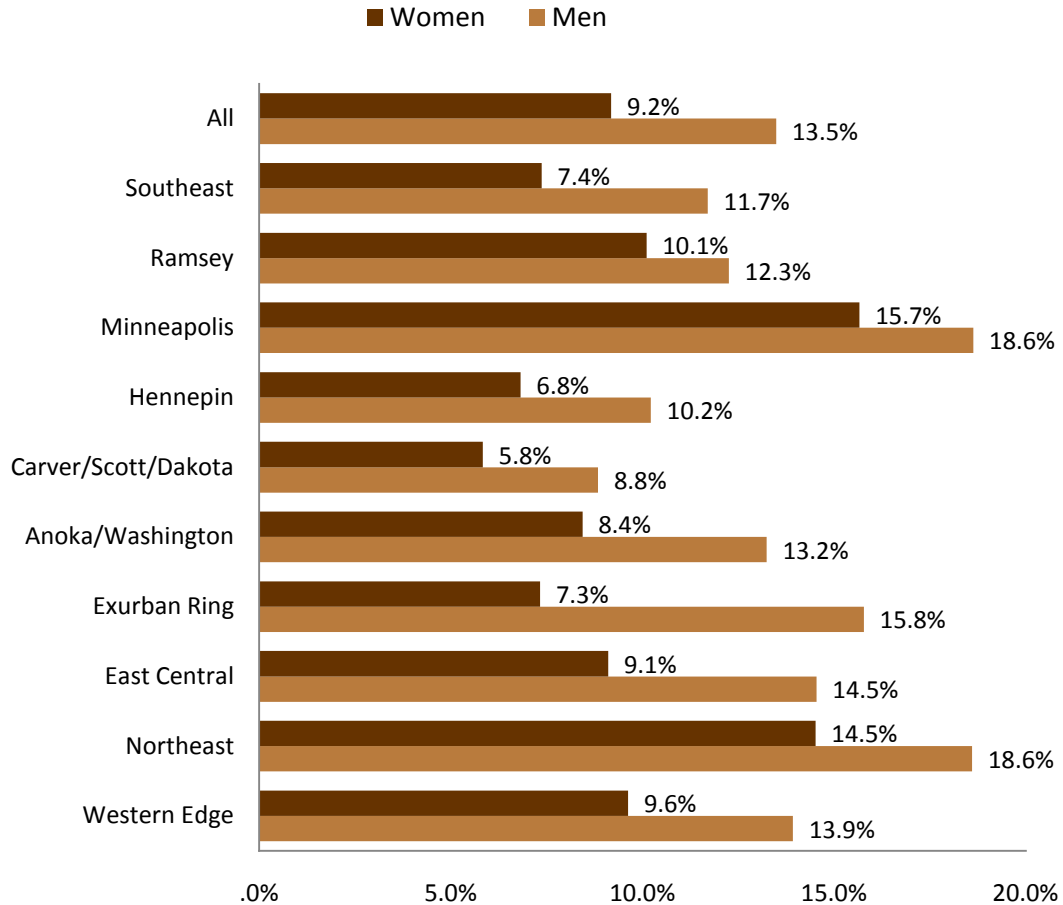
American Community Survey (ACS) data from 2008 show slightly higher uninsured rates overall than MDH survey data. MDH attributes most of the recent increase in uninsured to recession-related job losses that have been disproportionately born by men. Based on both the MDH survey and ACS data, young adults (18-24) have the highest uninsured rates in our state (as shown in Figure 81).

Figure 81: Proportion of Uninsured Minnesotans by Age, 2008



Source: American Community Survey 2008 obtained from IPUMS USA, analysis by Center on Women and Public Policy

Figure 82: Proportion of Uninsured Minnesota Adults under 65 by Region, 2008



Source: American Community Survey 2008 obtained from IPUMS USA, analysis by Center on Women and Public Policy

Insured rates vary across Minnesota for adults under 65. The highest uninsured rates, based on ACS data, are found in Minneapolis and rural regions, particularly northeast Minnesota which is at 18.6% for men and 14-15% for women (see Figure 82 and Table 15, see map of regions on next page). The uninsured gap between men and women is smallest in the urban regions (Minneapolis and Ramsey County) and largest in the exurban ring, where almost twice as many men as women are uninsured. Within the 19-25 year old age group, those most likely to be uninsured, rates of uninsured women range from a high of 26% in northeastern Minnesota to a low of 9% in Carver, Scott and Dakota counties.¹⁷³

Table 15: Proportion of Minnesota Women that are Uninsured by Age and Region (2008, ACS)

Census Region	Age					All
	0-18	19-25	26-40	41-64	65 or older	
West Edge (27100)	8.2%	13.3%	9.5%	8.8%	.4%	7.5%
Northeast (27200)	8.4%	26.7%	14.4%	10.0%	.3%	10.5%
East Central (27300)	5.9%	13.8%	9.0%	7.9%	.3%	7.0%
Exurban (27400)	6.3%	14.2%	6.0%	6.2%	.3%	6.1%
Anoka Washington (27500)	6.7%	19.8%	7.7%	5.2%	.4%	7.0%
Carver Scott Dakota (27600)	4.1%	9.1%	7.4%	4.0%	3.1%	5.1%
Hennepin (27710)	4.9%	16.4%	6.9%	4.8%	.0%	5.4%
Minneapolis (27720)	8.1%	24.0%	19.1%	9.6%	2.4%	12.3%
Ramsey (27800)	4.2%	16.9%	12.0%	6.7%	.0%	7.1%
Southeast (27900)	3.6%	14.5%	6.8%	5.3%	.2%	5.3%

Uninsured rates also vary by race/ethnicity and gender.

According to the MDH 2009 survey, 16% of Minnesota's African Americans were uninsured in 2009, 18.8% of Native Americans, 9.1% of Asians, and 28.6% of Latinos. Census data vary, particularly for Native American and Latina coverage, with somewhat higher rates in these subgroups (in Table 16). However, **both data sources indicate significant racial/ethnic disparities.**

Among Minnesota adults, (rates are generally lower for elders and children) using either ACS 2008 or MDH data, Latinos and Native Americans are much more likely to be uninsured.

Those in Minnesota without citizenship are also much more likely to be uninsured according to ACS data ~ 35% of males (all ages) and 27% of females.

A study of Latina women with children in Minnesota found that the biggest barriers to insurance coverage were related to language, including an inability to understand and navigate the application processes for public insurance, and eligibility thresholds just below income levels.¹⁷⁴

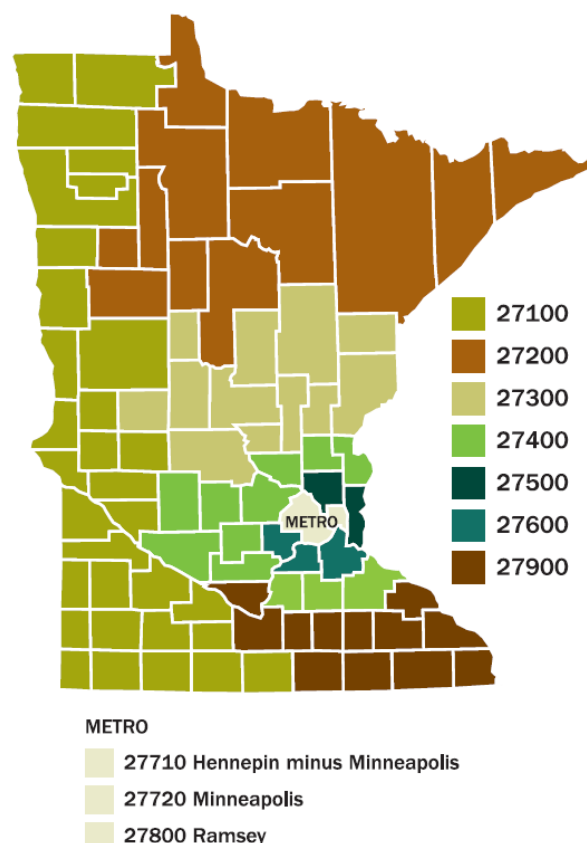


Table 16: Proportion of Minnesotans that are Uninsured by Age and Race/Ethnicity (2008, ACS)

		19-24	25-34	35-50	51-64	All 19-65
White	Men	45183	54014	53508	25989	178694
		23.2%	18.3%	9.7%	6.3%	12.3%
	Women	29073	29085	36280	21714	116152
		15.9%	10.6%	6.7%	5.2%	8.2%
Black	Men	3218	8476	4938	776	17408
		26.9%	35.9%	17.5%	7.1%	23.3%
	Women	3242	2696	4344	3268	13550
		24.6%	12.3%	16.5%	25.8%	18.3%
Am Indian	Men	2847	1649	2604	440	7540
		64.7%	39.5%	46.0%	17.8%	45.2%
	Women	1386	437	1855	896	4574
		37.6%	9.6%	28.0%	19.5%	23.5%
Asian	Men	1007	903	3163	293	5366
		9.5%	6.0%	12.6%	4.0%	9.2%
	Women	1354	1340	1424	1091	5209
		16.9%	8.0%	7.1%	9.0%	9.2%
Latino	Men	5930	13176	9516	2449	31071
		52.0%	52.8%	39.1%	28.9%	44.9%
	Women	2532	7748	5380	1487	17147
		24.8%	47.9%	26.7%	19.5%	31.6%

The same study pointed to a **growing problem for uninsured and insured Minnesotans alike: the dramatic increases in co-pays, deductibles and premiums.**¹⁷⁵ The Kaiser Family Foundation found that premiums and deductibles have doubled since 1999 nationally, putting potentially available coverage out of financial reach for a growing number of Minnesotans.

The MDH survey shows that almost three-quarters of the uninsured have potential access to either employer (38%) or public insurance (61.1%). **A majority (61% overall) of those defined as uninsured in the ACS 2008 survey usually work full-time:** 61% of Latina women and 56% of Asian women who are uninsured work more than 35 hours per week. Most of these workers are in low-wage jobs, earning a median income in Minnesota of \$20,000 for women and \$22,000 men.

Minnesotans are not eligible for the state's MinnesotaCare program if their employer provides coverage and pays at least half of the premium.¹⁷⁶ Unfortunately, many low-wage workers cannot afford even half of the premium charged by their employer, especially for family coverage.

For the 25% of Minnesotans who must seek insurance coverage in the private market, finding affordable care with adequate coverage can be difficult, especially for women. **“Gender rating” can make women’s policies, particularly those women under 35, 30-50% more expensive.**¹⁷⁷

Insurers argue that women use more health care, but the fact is that women pay more even if their policies exclude maternity care. Working-class women in this category must put off having children because they cannot afford the “hefty” additional premiums charged for maternity coverage. While employers are prohibited by civil rights laws from charging women higher premiums, no such rule applies to those who offer policies in the private market.

Statistics that illuminate the magnitude of the “uninsured” population do not measure the growing concern of the “underinsured,” people with health insurance that does not cover healthcare costs adequately.

“Three-quarters of people driven into bankruptcy because of illness *did* have health insurance at the onset of their illness, but are among the growing number of ‘underinsured.’”¹⁷⁸ From 1981 to 2001, there was a 2,300% increase nationally in bankruptcy due to medical expenses.¹⁷⁹

At the Women's Foundation of Minnesota, we look forward to the day when women enjoy equal influence at all levels of government, business and nonprofits, bringing new perspectives and expertise that advance equality and justice.

SECTION 4

Power and Leadership

OVERVIEW

At all levels of leadership, from school boards to county commissions and from the Legislature to Fortune 500 companies, women remain conspicuously underrepresented across the nation. In Minnesota, progress for women leaders has flat-lined in most professions, and in some areas, is on the decline. A growing body of research shows that the most productive companies have the most women in leadership. Diverse women leaders also signal to our girls that their options are limitless and to our boys that women are equals. In this global economy, we cannot afford to leave any of the state's talent on the sidelines.

The good news is that ideas about leadership are changing. A majority of Americans believe that women can be strong, effective leaders in all sectors, and our ideas about good leadership now encompass both traditionally feminine and masculine strengths.

Unfortunately, reality lags behind public opinion and **progress for women leaders has flat-lined in most professions**. While Minnesota's county commissions control almost \$5 billion per year in government expenditures, more than 50% of these commissions do not include a single woman, and the percentage of women commissioners is in decline. In 2010, only one in 10 county commissioners is a woman.

This disparity reaches down to the city council level, where if a woman sits on the council, she is most likely the only one.

None of Minnesota's Fortune 500 companies are led by a woman and women make up less than 20% of most corporate boards in the state. Approximately 27% of our top 100 companies have no women directors and 32% have no women corporate officers; and from 2008 to 2009, these percentages declined.

And while women were the majority of the Minnesota Supreme Court in the early 90's, women now hold just two seats.

As a state, we can and must do better.

Thankfully, organizations funded under the Women's Foundation's "Political Power" cornerstone are leading the way here in Minnesota to increase women's leadership across all sectors.

Tri-College NEW Leadership Development Institute (grantee) holds an annual, five-day residency conference in Moorhead for women to develop leadership skills in grassroots organizing, community activism, and running for elected office. (www.tri-college.org)

In order to increase the number of women running for local, state and national office, The **White House Project** (grantee) prepares hundreds of rural and urban Minnesota women for civic engagement through intensive training conferences that build the skills necessary to run for elected office and win (www.thewhitehouseproject.org). This women-centered training results in large increases in political ambition, especially for younger women and women of color.

You can help, too. In less than 30 minutes, there are things you can do in your own community to help build a world where women and men share equal leadership at all levels (*see box*).

WHAT YOU CAN DO in 30 minutes or less

Help diversify power and leadership in Minnesota

- Step into your own leadership, and encourage other women to do the same. Run for elected office, go for a work promotion, negotiate your salary, join a corporate or nonprofit board. Just do it!
- Suggest a woman colleague for a promotion where you work.
- Visit www.womenwinning.org to learn about women running for office. If you like them, support them by donating to their campaign.
- Sponsor a woman to participate in The White House Project's and/or Tri-College NEW Leadership Institute's training. (See page 2 for links)
- Launch a women's leadership network at your company and build your own network.
- Support organizations that work to build political power and leadership for all women and girls in Minnesota.

ELECTED OFFICE

Great advances made in earlier decades have been replaced by flat lines almost everywhere

Most scholars argue that the fundamental reason for women's underrepresentation in political institutions is that they do not run for office. And a solid body of research now shows that when women run for office, they perform just as well as men. Center on Women and Public Policy research finds this to be true for the Minnesota legislature.¹⁸⁰

"There is a substantial gender gap in political ambition; men tend to have it, and women don't."¹⁸¹ Women, even in the highest tiers of professional accomplishment, are substantially less likely than men to run for office or think about running for office.

Researchers such as Jennifer Lawless and Richard Fox link this "persistent gender gap in political ambition" to several systemic factors that result in fewer women office seekers, including that women are less likely than men to be recruited to run for office and less likely than men to have the freedom to reconcile work and family obligations with a political career. Lawless and Fox also found that women are less likely than men to think they are "qualified" to run for office and less likely than men to perceive a fair political environment.

RECRUITMENT

National studies find that a lower level of recruitment from all types of people is "a particularly powerful explanation for why women are less likely than men to consider running for office." The researchers also found that "women are just as likely as men to respond favorably to the suggestion of a candidacy, but they are less likely to receive it than men."¹⁸²

Center on Women and Public Policy research on Minnesota candidates and potential candidates involved with Progressive Majority, an organization which supports people running for political office in Minnesota, shows that **women place more importance on individual and organizational recruitment and support than men.** Women candidates said the *most instrumental* thing in their decision to run was the backing of organizations and individuals. For men involved in the program, it was dissatisfaction with current representation and issues.

New survey research of candidates from the Center for American Woman and Politics concludes: "Organizations play a larger role in women's decision to run for the state house and the state senate than men's – perhaps because women need more encouragement and support than men."¹⁸³

Recruitment, and implied or actual support, often goes hand in hand. Recruitment by political party officials often carries with it organizational resources and a psychological boost. These are especially important to women. Seventy-seven percent of women involved in the Center on Women

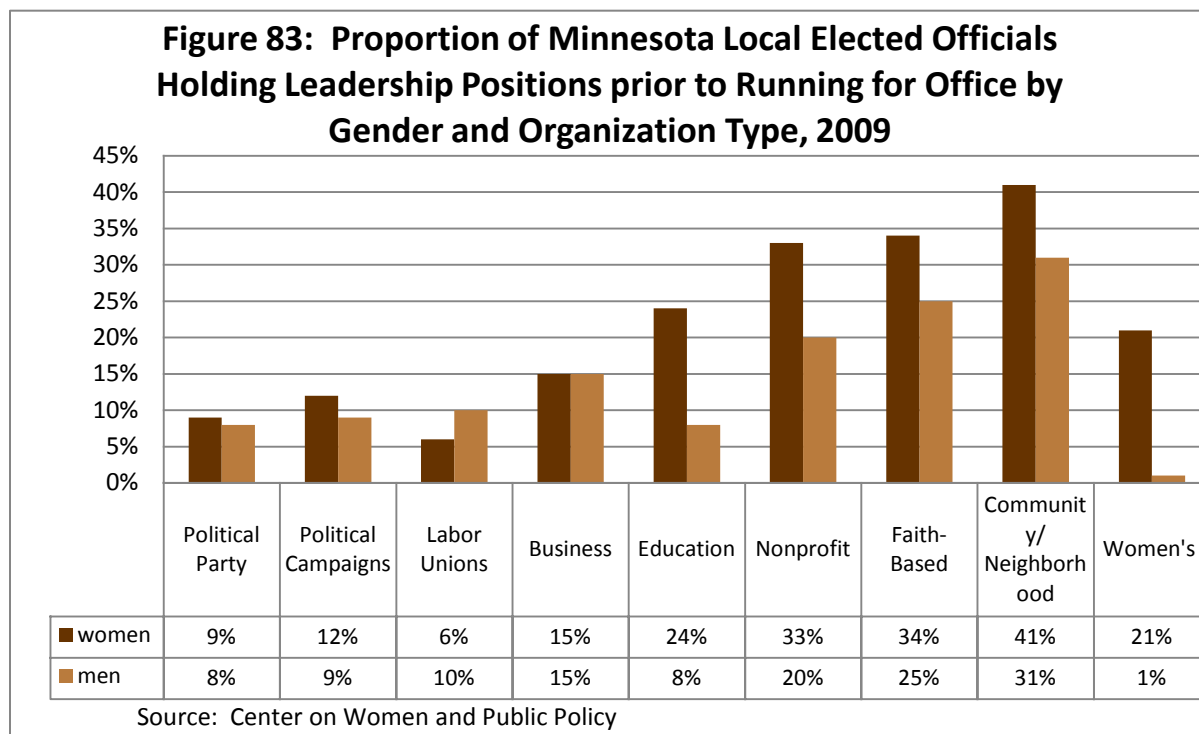
and Public Policy's Path to Political Office study said organizational support was a "very positive" factor in their decision to run, compared to 33% of the men in the sample. In general, women rated the availability of support services ~ fundraising, targeting, and individual guidance ~ as more important to their decision to run than men.

QUALIFICATIONS

Women are less likely than men to think of themselves as qualified to run for office. One study first conducted in 2001 and replicated in 2005 found that men were 65% more likely to consider themselves qualified – and this was among a sample of leaders across professions with equal levels of political activism.¹⁸⁴ A common belief among women that they need to be "twice as good as men" in order to succeed may contribute to this difference, as well as to the success of those women who do pursue office.

Research on congressional and Minnesota legislative candidacies shows that when women do run for office, they win at equal rates to men. The same research shows that those women are, by some measures, more qualified than the male candidates. In fact, the Center on Women and Public Policy's Path to Political Office research on Minnesota legislative candidates and sitting local elected men and women shows that **before entering or seeking office women have a more robust leadership profile** and are, by this measure, more qualified than their male counterparts.

A survey of Minnesota's 2006 legislative candidates conducted by the Center on Women and Public Policy revealed that 65% of women candidates held leadership roles before running, while only 51% of men have held similar roles. The research also showed that these women candidates were more active in leadership roles in the community than were men.



Thirty-five percent of the women in our sample held a leadership position in an education, neighborhood, or nonprofit group, compared to 26% of men. Men and women legislative candidates were equally likely to lead in business, labor or faith-based groups. Among the Minnesota local elected officials (city and county) that responded to CWPP's survey, women were more likely to hold leadership roles in all sectors before running, except labor unions where they were slightly less likely than men to lead and business where the same proportion of men and women held leadership positions (see Figure 83).

BIAS

Women are more likely than men to believe the political environment is stacked against them. According to the national Citizen Political Ambition Study, women are more likely than men to believe the political environment is stacked against them. CWPP's Path to Political Office research on state organizations that advance women candidates and on 2006 Minnesota Legislative candidates suggest these perceptions are held by Minnesota women, as well, particularly rural women and democratic women.¹⁸⁵

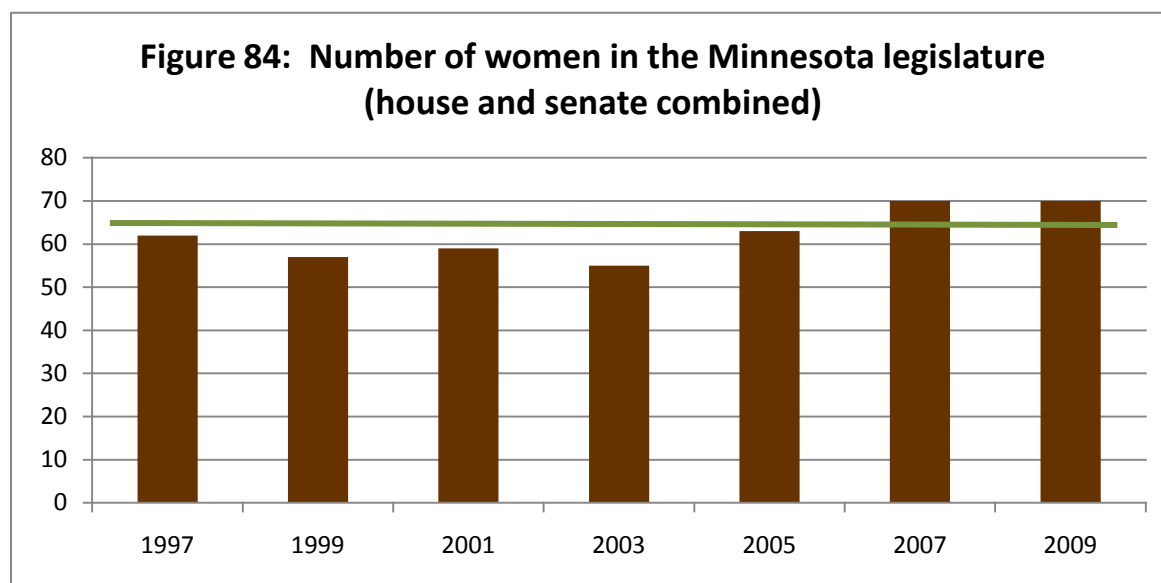
In 2007-08, the Center on Women and Public Policy surveyed women who participated in the White House Project leadership training in greater Minnesota. A majority of these women disagreed or strongly disagreed with the statement, "When women run, they win at equal rates as men," and agreed or strongly agreed with the statement, "It is harder for women to win where I live."

To the extent that women must be more qualified and raise more money to win at the same rates, discrimination and equal outcomes may co-exist. These perceptions affect the assessment women make of their viability as a candidate and ultimately their decision about whether to become one.

BALANCING

The equation for women is more often about whether or not to add a *third* job to their lives. "Women may now think about running for office, but they do it while they are making the bed."¹⁸⁶ Studies continue to show that women spend approximately 50% more time than men on household work and childcare.¹⁸⁷ The tenaciousness of traditional family gender roles often makes the decision to run more complicated for women than men. The equation for women is more often about whether or not to add a *third* job to their lives – a proposition that seems impossible for many.

Women involved in CWPP's Path to Political Office research of candidate training programs in Minnesota were more likely than men to cite family as a barrier and that work-politics-family balance was a negative factor in their decision to run. In other words, women were proportionately more likely than men to find balance a negative or very negative consideration, 78% compared to 58%. This balance can be particularly difficult to achieve for rural women considering state-level office. The grueling schedule when the Legislature is in session can make the longer trips home nearly impossible for many to do.



All of these factors contribute to persistent underrepresentation of women in electoral office nationally and in Minnesota.

Great advances made in earlier decades have been replaced by flat lines almost everywhere.

“It was a ‘breakthrough’ year [1992 – the “year of the woman” in politics], supposedly a harbinger of greater strides that would soon lead to the presidency. And then, it wasn’t ~ 1992 was just a flash in the pan.”¹⁸⁸

In her book, *Notes from the Cracked Ceiling*, Anne Kornblut debunks the myth that we are headed towards parity in political representation and sounds a wake-up call to the complacent. “In fact, the electoral surge [for women] and the ‘year of the woman’-label had encouraged a complacent mentality: it fed the illusion that women were on an irreversible upward trajectory.”¹⁸⁹

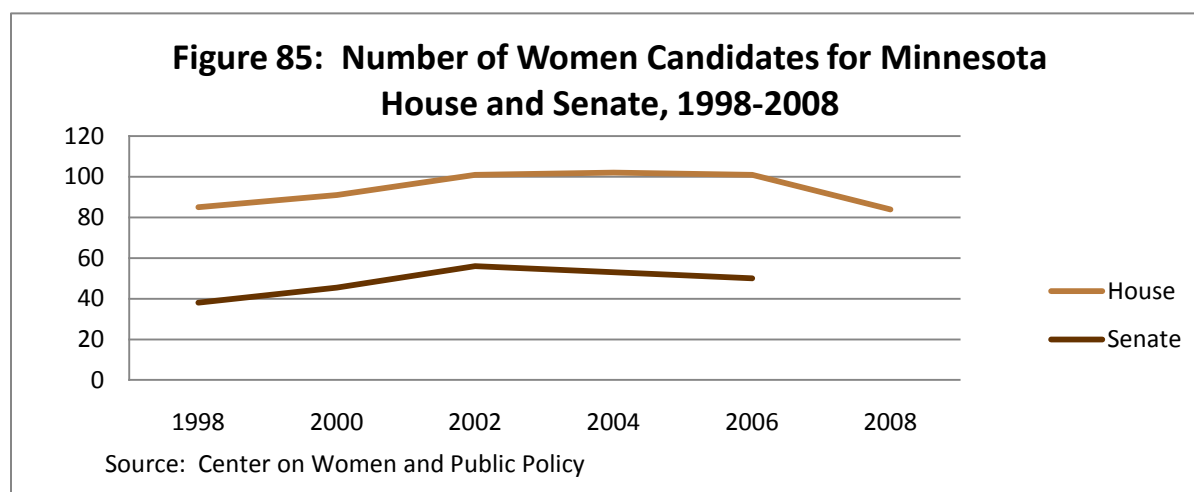
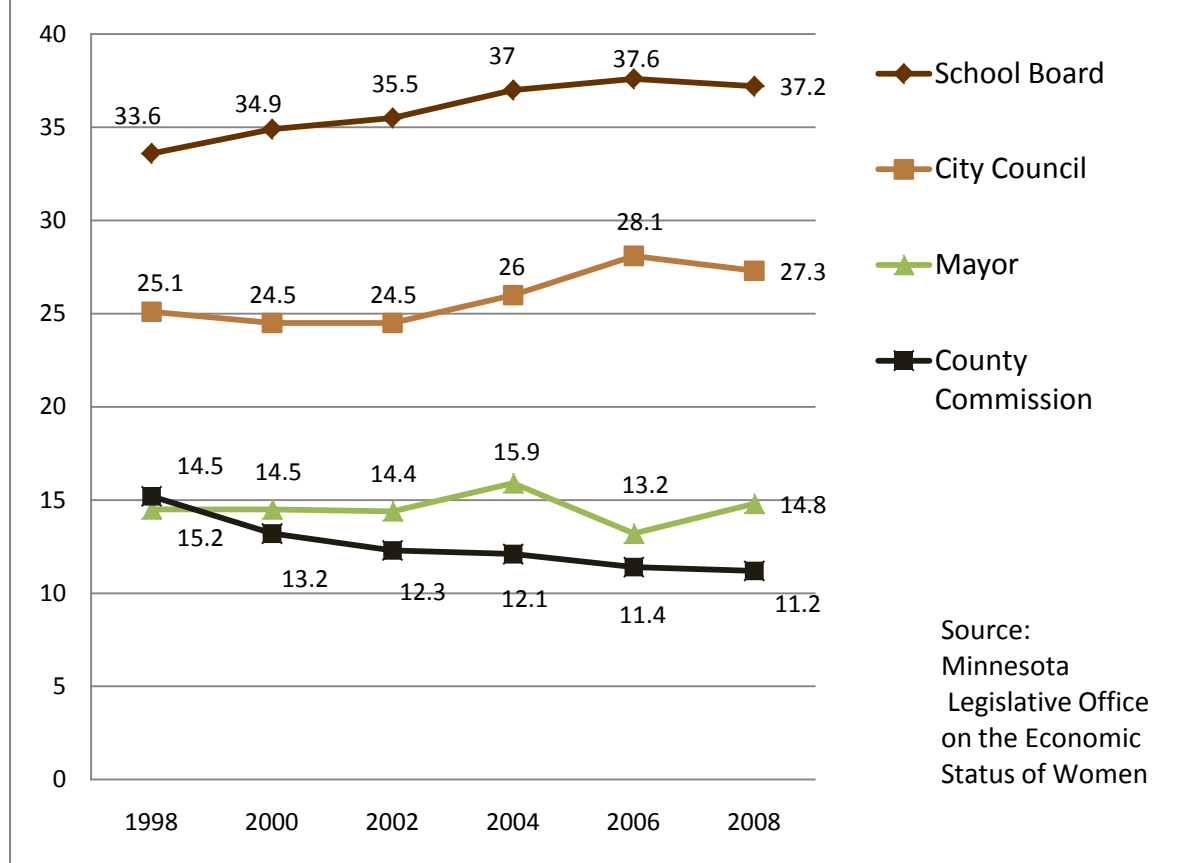


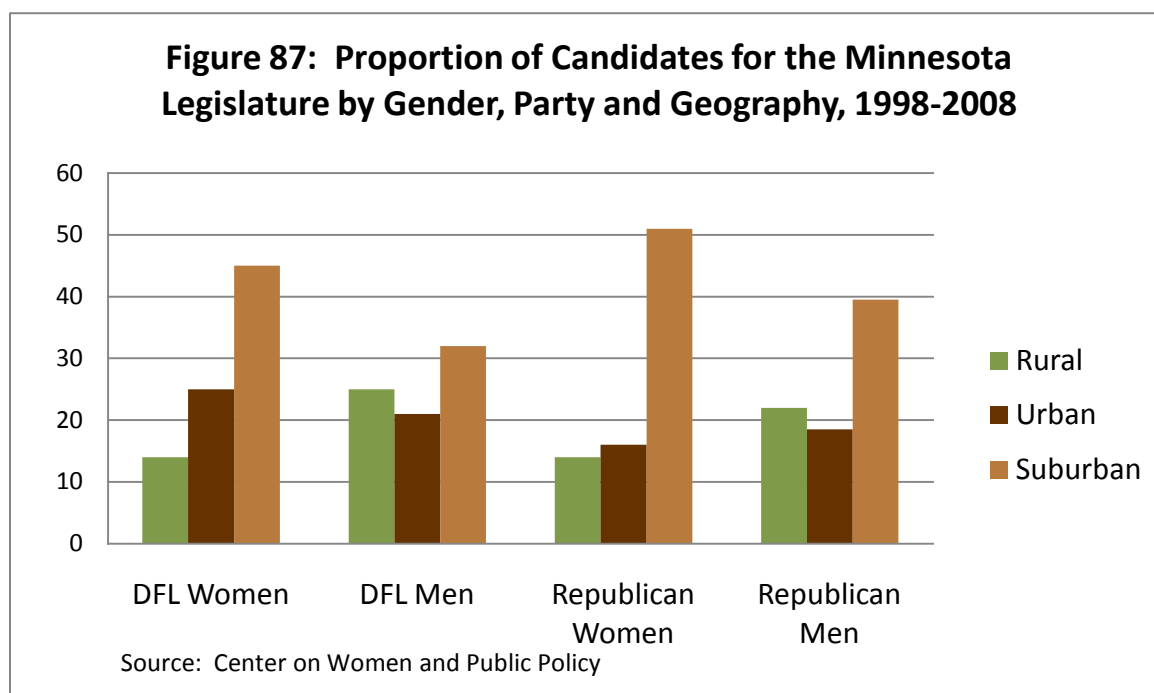
Figure 86: Proportion of Women Serving on Minnesota Local Government Bodies, 1998-2008



Gains in Minnesota and nationally since 1992 have been small, tapered off entirely, or in some cases, ground has actually been lost. In 2001, 27.6% of the country's statewide offices – such as governor and lieutenant governor – were held by women. Today, the percentage has slipped back to 23%. In states around the country the number of women in most state legislatures has stagnated or declined.¹⁹⁰

At 34%, Minnesota is a national leader ~ 4th in the country ~ in the proportion of women serving in our state legislature. But **progress has stalled, well short of women's share of the population** (see Figure 84). A recent decline in the number of women candidates for the state Legislature (shown in Figure 85) does not bode well for ramping up representation.

At other levels of state government, the proportion of women serving has declined. State county commissioners decide how \$5 billion in funding will be spent throughout the state, yet most of these commissions have no women at the table, and 80% of those that do have only one.



As highlighted in Figure 86, women’s representation on county commissions peaked in 1998 at 15% and has since dropped to 11% ~ where it was more than two decades ago (1988). Between 2006 and 2008, the proportion of women city council members dropped a percent, from 28% to 27%. A quarter of our city councils have no women and a majority (55%) of those that have women, have only one woman.

Even on school boards, men outnumber women. Since 2004, only 37% of the state’s school board members are women.

Executive offices have been especially elusive for women, both in Minnesota and nationally. In 2010, only 12% of the nation’s governors are women. Minnesota has never had a woman governor. Since 1998, women have comprised approximately 15% of the state’s mayors.

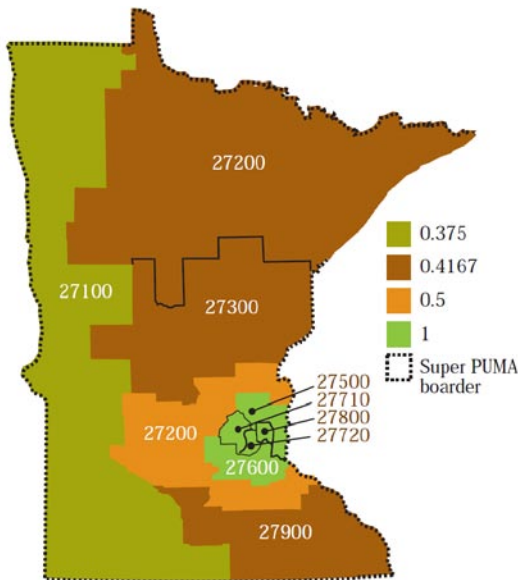
Why is this? Scholars suggest that voters are less comfortable placing a woman in a singular executive leadership role than in a legislative position, where they work with others, which is considered a female strength.¹⁹¹

Overall averages mask the fact that large parts of rural Minnesota are not represented by women at all.

There are 16 Senate districts (24%) that did not have a single woman candidate from 1997-2008. A majority of these districts are in rural areas, most of them in northern and western areas of the state.

Women legislators currently disproportionately serve in the metropolitan area. Our analysis of legislative candidates shows that from 1998-2008 the largest proportion of men and women from both parties ran in suburban districts. However, DFL and Republican men were more likely than women from either party to run from a rural district (see Figure 87).

Figure 88:
Proportion of County Commissions with at Least One Woman by Region, 2009



In addition to historical patterns of underrepresentation of women at all levels of government, this particular disparity may be due, in part, to the nature of legislative service: long hours in St. Paul, which, as referenced earlier in this section, can be especially difficult for women, as they try to manage and balance life back home and their duties at the state capitol.

Women and politics scholar Cindy Simon Rosenthal has correlated women's representation in her home state of Oklahoma with the number of miles from the state capitol ~ the larger the mileage, the lower the representation.

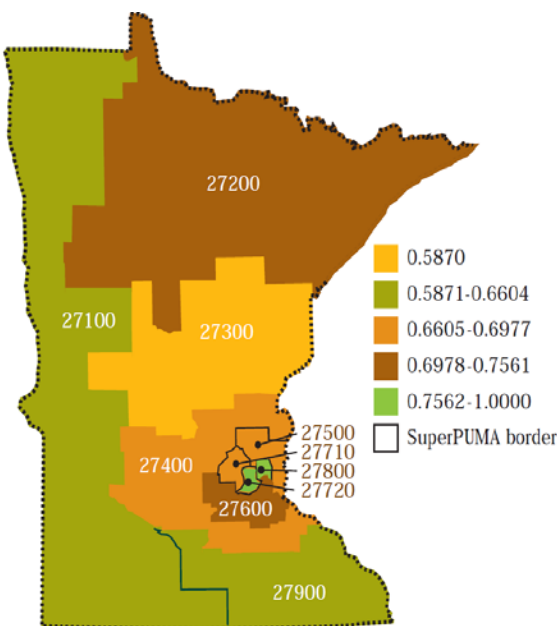
In examining the proportion of local elected bodies with at least one woman, similar patterns emerge (see Figures 88 and 89). The pattern is striking for county commissions. All county boards in the metropolitan area (Ramsey, Anoka, Hennepin, Washington, Carver, Scott and Dakota) have at least one woman commissioner.

Only half of county commissions in the ex-urban ring include a woman. Among southeastern and northeastern Minnesota counties, 41% have a woman serving, and in western Minnesota, 37% include at least one woman. (Appendix A includes a list of all counties and the number of women on each.) These patterns overlap somewhat with legislative districts. The western edge of the state, for example, is less likely to be represented by women at any level.

At the city council level, more bodies overall (75%) have at least one woman. However, most of those that do not have women are in greater Minnesota. Again, western Minnesota stands out as an area where women are less likely than other areas to be represented on city councils.

North central Minnesota has the lowest proportion of city councils with at least one woman.

Figure 89:
Proportion of City Councils with at Least One Woman by Region, 2009



While good data on other forms of diversity are lacking, we know that **women of color and LBT (Lesbian, Bisexual, Transgender) women are very uncommon at all levels of government.** At the legislative level, there is one Hispanic woman and one Hmong woman serving. The only African American woman in the state legislature retired in 2008. There is one lesbian.

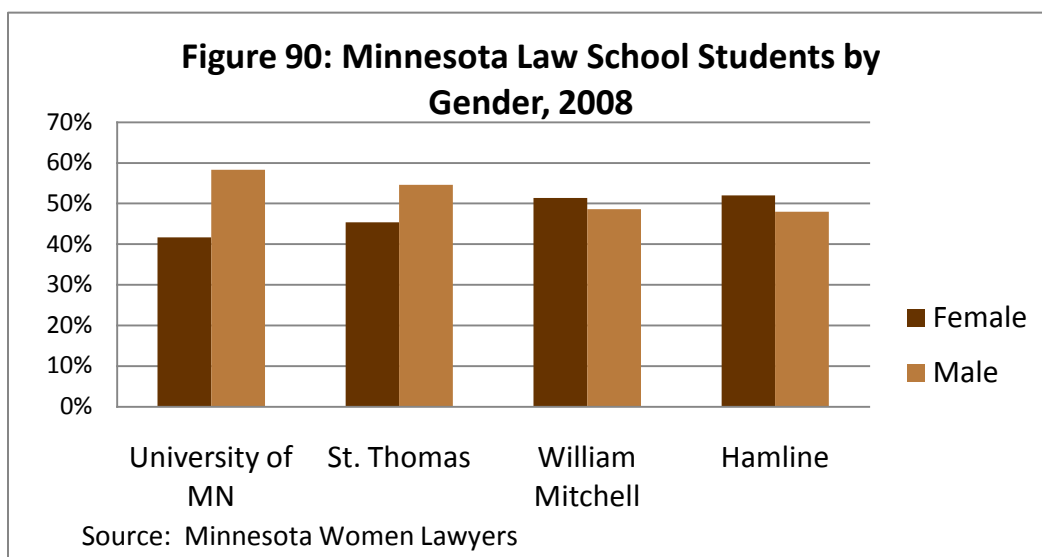
At the local level, limited data is available from CWPP's 2009 statewide survey of mayors, city council members and county commissioners. Of the 386 women who responded to the survey, nine self-identified as Native American, four as African American, three as Hispanic, and one as Asian. Two women self-identified as lesbian, two as bisexual, and two as "other."

On gender and geography, the respondents were largely representative of the entire population. Since we do not have reliable statewide data on sexual orientation and race/ethnicity of sitting local elected officials, we do not know how representative the respondents are on these measures.

LAW

Legal power remains with the "Men in Black"

The representation of women in Minnesota's legal profession mirrors other professions. **While women have been half or close to half of law school students and graduates for many years** (see Figure 90), **the top of the profession remains relatively off limits to women.** The barriers for women leaders in the legal profession are familiar: a prevalence of stereotypes that define women attorneys as "too bossy, too aggressive, not aggressive enough, too emotional, or too strident;" inadequate access to networks that generate clients and fulfill "rainmaker" expectations; and inflexible work environments and work-life balance issues in an environment of intense pressure to generate billable hours.¹⁹²



At the highest level of the profession, the judiciary, women face additional barriers. Judicial selection processes are often “black boxes,” where the criteria and requirements are ambiguous and driven by high-level political connections that women are less likely to possess than men.

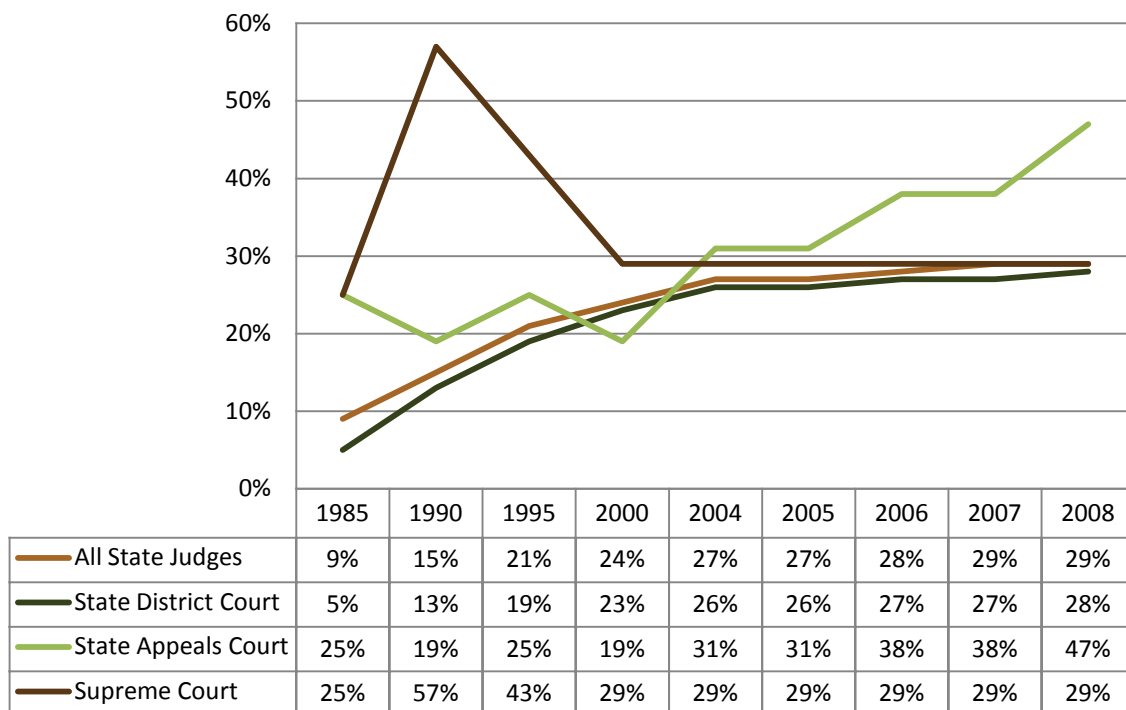
Whether appointed or elected, men and women that end up on the bench must successfully navigate a highly political process. In this sense, many of the issues that confront women aspiring to the bench are the same ones facing those interested in elected political office: including outsider status, perceptions of bias, lack of confidence in qualifications, and less encouragement.

Sitting women judges often speak of the critical role recruitment played in their path to the bench. At some juncture they were told, “You would be a good judge,” and it made a difference in their career path. Research also shows that when selection commissions include recruitment in their job description, more diverse judicial candidates are advanced.¹⁹³

Research is mixed on whether electoral or appointment processes result in more gender diversity on the bench. In either case, mentoring and training on how to work the system effectively is critical and more important for women who are more often outside the inner circle of power and influence.

All of these barriers lead to low numbers of women at the highest levels of the legal profession in Minnesota.

Figure 91: Proportion of Women Judges in Minnesota, 1985-2008



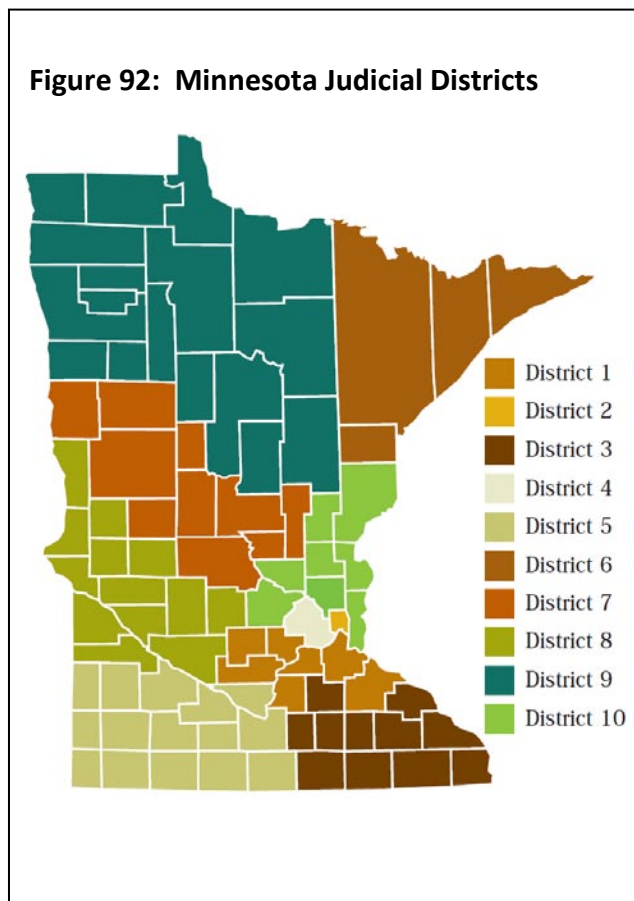
Women make up 19% or less of partners in a majority of Minnesota law firms, on par with national levels (18%).¹⁹⁴ As shown in Figure 91, with the exception of the Minnesota Court of Appeals, progress in the proportion of women on the state bench has stalled. The historic anomaly of majority status for women on the Minnesota Supreme Court during the early 1990s has been replaced with 29% for the past decade.

When gender diversity on the state bench is mapped out, the averages mask geographic disparities. Rural areas of the state are less likely to have female judges. The lowest levels are found in west central Minnesota's 8th Judicial District where only one judge (10%) is a woman, followed closely by the 6th Judicial District in the northeast region of the state (13%). The 5th and 3rd districts of southern Minnesota have 19% and 18% women judges, respectively (see Figure 92 for districts/regions).

Urban districts have the largest number of judges and the highest proportion of women. In the districts encompassing Minneapolis and St. Paul (Districts 2, 4), women hold 38% and 39% of the judicial seats, respectively. Racial diversity is also an issue: only eight (or 2%) of the state's 318 state judges are women of color.

At the federal level where lifetime judicial appointments are highly coveted, women have an even more difficult time. Only one woman has ever been appointed to the 8th Circuit Court of Appeals, which is the federal court of appeals district that includes Minnesota: Hon. Diana E. Murphy, appointed to the bench on 1994. This powerful court sits just below the U.S. Supreme Court. Notably, the 8th Circuit has the worst gender diversity of any circuit in the country.

Minnesota's federal district court is not much better: two of 11 spots on the court are held by women (18%), although a third is expected to clear the Senate confirmation process in summer 2010.



BUSINESS

The number one barrier to women in business is gender-based

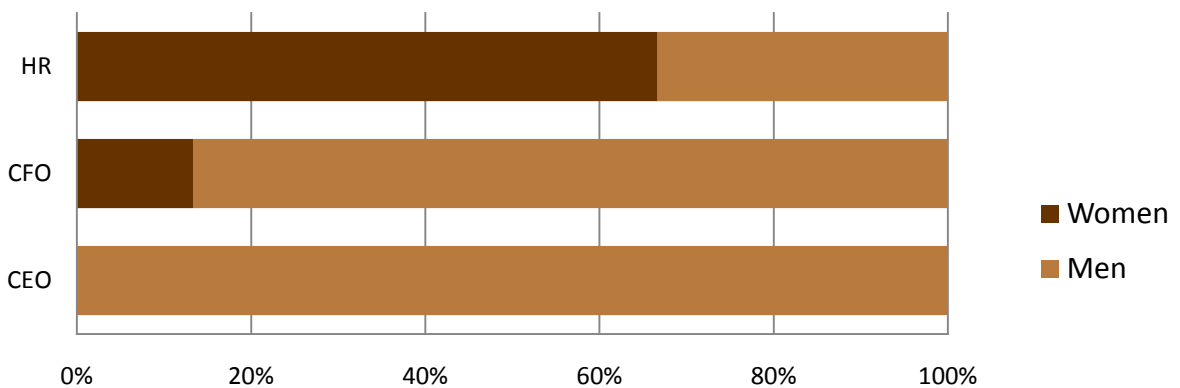
In their study, *Women “Take Care,” Men “Take Charge:” Stereotyping of U.S. Business Leaders Exposed*, Catalyst found that the number one barrier to women in business is gender-based stereotypes.

“Prior Catalyst research reveals that women and men senior executives have the same ambition and employ similar success strategies; yet, the gender gap in business leadership persists. Why? Women executives report that they face an additional layer of cultural and environmental barriers to their achievement, which men only infrequently experience. Chief among these barriers is stereotyping.”¹⁹⁵

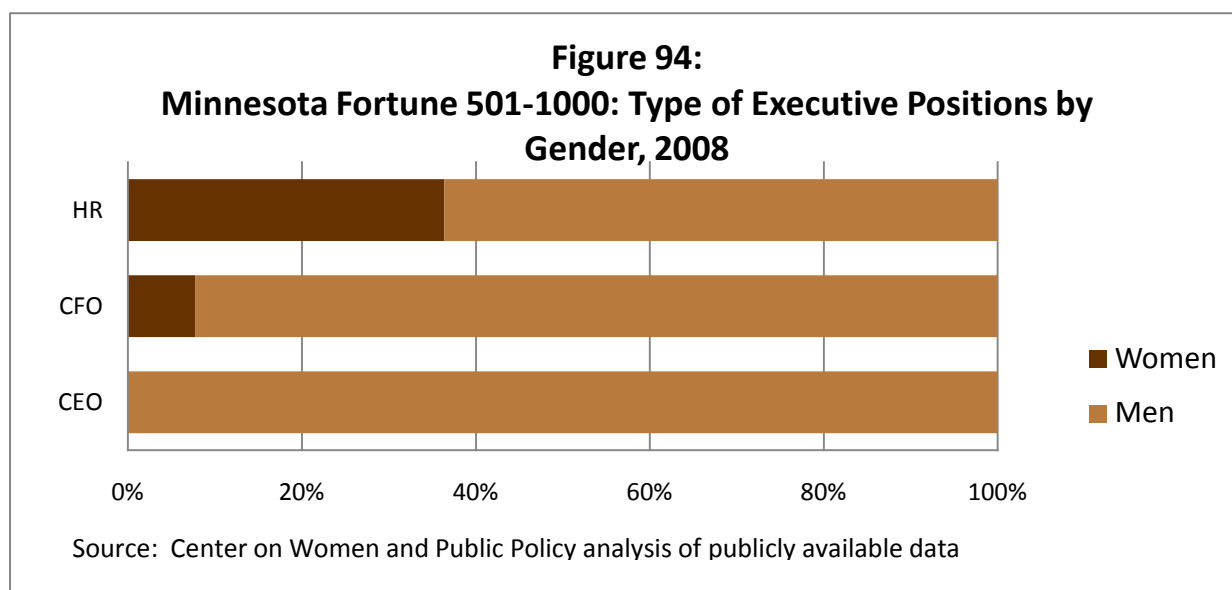
In interviews with almost 300 CEOs and senior managers, Catalyst found that gender stereotypes persist. These stereotypes, held by men and women alike, result in perceptions that “more women than men are effective at ‘take care’ skills, such as rewarding and supporting, and that more men than women are better at ‘take charge’ skills, such as delegating and influencing upward.”¹⁹⁶

The same study found that **in the area of problem solving – a key area for business success – women thought women performed better, and men thought men did the same.** Since only 3% of Fortune 500 CEOs nationally are women, these male perceptions can have a detrimental effect on advancement for women.

Figure 93:
Minnesota Fortune 500:
Type of Executive Positions by Gender, 2008

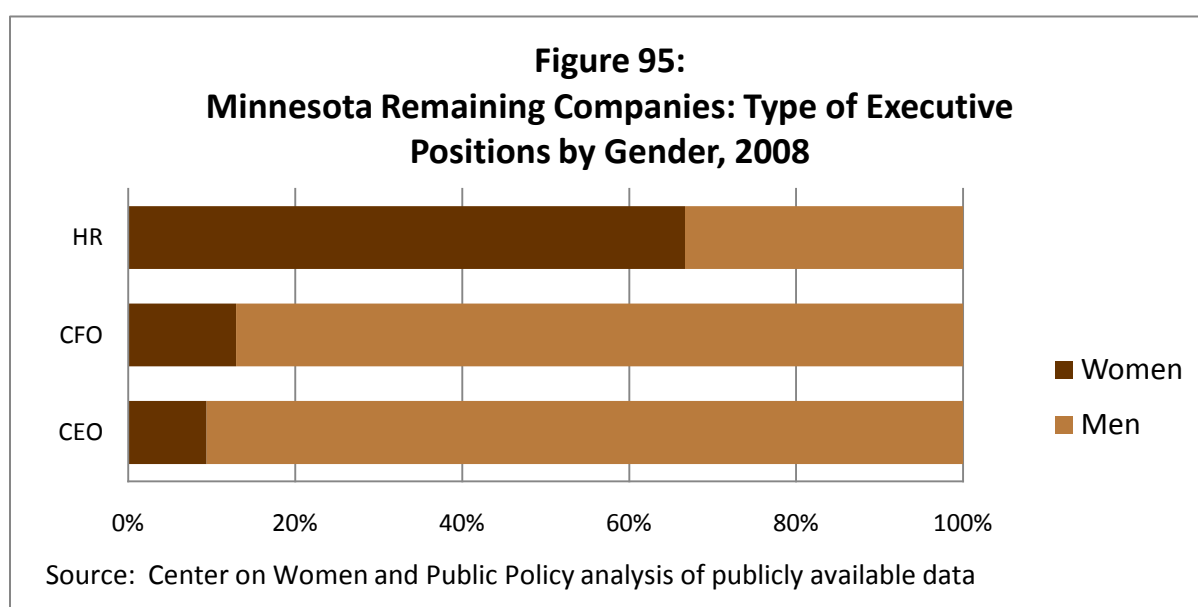


Source: Center on Women and Public Policy analysis of publicly available data



None of Minnesota’s Fortune 500 companies have a woman CEO. However, “women hold 15 percent of the available executive officer positions in Minnesota’s 100 largest publicly held companies, which have revenues ranging from \$28 million to \$82 billion. The percentage of women executive officers has *decreased* from 16 percent in 2008 to 15 percent in 2009.”¹⁹⁷

Most of the executive officers in Minnesota’s 100 largest publicly held companies hold human resource titles and not financial titles (see Figures 93-95). In 2008, there were six women CEOs in these top 100 companies, all in companies below the Fortune 1,000: Sally Smith (Buffalo Wild Wings), Lorna Nagler (Christopher Banks), Kathleen Iverson (CyberOptics), Laura Hamilton (MTS Systems), Pamela Patsley (MoneyGram), and Cheri Beranek (Clearfield).



In 2009, three Minnesota companies received “special distinction” from the Minnesota Census of Women in Corporate Leadership for having 30% or more women on their board and in senior management. Those companies were Target, MTS Systems Corporation and CyberOptics Corporation. For a full list of Minnesota companies with women in 20% of board and executive positions see Honor Roll section of this report.

Women are more likely to be clustered in jobs without profit-loss “line” responsibilities, such as human resources. Successfully managing profit-loss operations is an important stepping stone to the highest levels of business leadership. Yet, barriers such as stereotyping and implicit bias lead women away from these opportunities and into support positions.

In another Catalyst study examining barriers in the U.S., Canada and the U.K., 82% of U.S. senior women in business interviewed said lack of “line experience” was a significant barrier to advancement.¹⁹⁸

The traditional idea that board members must come from the ranks of CEOs and other corporate boards makes the pool of qualified women very small. While recruiters often say they cannot find women who meet these criteria, researchers point out that many men on corporate boards do not meet them, either.

Minnesota Census of Women in Corporate Leadership - Honor Roll: 20% of board and corporate officers are women

Fortune 500

SUPERVALU, Inc.
Target Corporation*
UnitedHealth Group, Inc.

Fortune 501–1000

St. Jude Medical, Inc.

Other Companies

Allele, Inc
Buffalo Wild Wings
Capella Education Company

Christopher Banks
Clearfield
CyberOptics Corporation*
Deluxe Corporation
Famous Dave’s of America, Inc.
HMN Financial, Inc.
Health Fitness Corp.
MoneyGram
MTS Systems Corporation*
Navarre Corp.
New Ulm Telecom, Inc.
Select Comfort Corporation

* Companies of Special Distinction for having 30% or more women in both board membership and senior management.

Figure 96: Proportion of Women Corporate Board Members, Minnesota Fortune 500, 2009



Figure 97: Proportion of Women Corporate Board Members, Minnesota Fortune 500-1000, 2009



Figure 98: Proportion of Women Corporate Board Members, Minnesota's other Companies, 2009

0-10%	11-20%	21-30%	31-40%
<ul style="list-style-type: none"> • ADC Telecommunications • Apogee Enterprises Corp. • ATS Medical Inc. • Compellent Technologies Inc. • CSI Minnesota, Inc. • Delphax Technologies Inc. • Digi International Inc. • Digital River Inc. • Entergris Inc. • Fair Issac Corp. • FSI International • Granite City Food & Brewery Ltd. • Hawkins Inc. • HEI Inc. • Hutchinson Technology Inc. • Innovex Inc. • Insignia Systems, Inc. • IntriCon Corp. • Lawson Software Inc. • Lifecore Biomedical LLC • Life Time Fitness • Medtox Scientific Inc. • MoCon, Inc. • Multibrand Corp. • Nortech Systems Inc. • Rimage Corp. • Stratasys Inc. • TCF Financial Corp. • Virtual Radiologic Corp. • Vital Images Inc. • Winland Electronics Inc. • Xata Corp. • Zareba Systems Inc. 	<ul style="list-style-type: none"> • American Medical Systems Holdings Inc. • Analysts International Corp. • Angeion Corp. • Appliance Recycling Centers of America • Arctic Cat Inc. • Buffalo Wild Wings Inc. • Canterbury Park Holding Corp. • Capella Education Co. • Caribou Coffee Co. Inc. • Communications Systems Inc. • Datalink Corp. • Deluxe Corp. • Dolan Media Co. • EV3 Inc. • FICO • G&K Services Inc. • Gander Mountain Co. • Graco Inc. • H.B. Fuller Co. • Health Fitness Corp. • Hickory Tech Corp. • Life Time Fitness, Inc. • MoneyGram International Inc. • PLATO Learning Inc. • Select Comfort Corp. • SurModics, Inc. • Synovis Life Technologies Inc. • Techne Corp. • Tennant Co. • ValueVision Media Inc. • Vascular Solutions Inc. • Winmark Corp. 	<ul style="list-style-type: none"> • Allete Inc. • Christopher & Banks Corp. • Famous Dave's of America Inc. • H.B. Fuller Co. • Health Fitness Corp. • HMN Financial Inc. • Navarre Corp. • New Ulm Telecom, Inc. • Otter Tail Corp. • SurModics Inc. 	<ul style="list-style-type: none"> • CyberOptics Corp. • New Ulm Telecom, Inc. • MTS Systems Corp. • Piper Jaffray Cos.

Companies that have been successful in populating their boards with women have looked beyond these narrow criteria to add new and important perspectives to the table.¹⁹⁹

In the article, “Getting from a Good to a Great Board,” the authors cite the example of Tom Engibous, board chair of Texas Instruments (TI) from 1998-2008. He increased the number of women on the TI board from 10% to 40% by considering candidates from privately-held companies, academia and public service. “TI has benefitted from this diversity as the board helped navigate the transformation of the company into one of the best performing and most admired semiconductor companies. During that same period, TI also posted considerable financial gains.”²⁰⁰

The TI example supports what an increasing body of research shows ~ that women in top leadership have a positive effect on the bottom line, especially if there is a critical mass of three or more women.²⁰¹

Critical mass research suggests that “even one woman serving on a board can make a positive contribution. Having two women is generally an improvement, but corporations with three or more women on their boards tend to benefit most from women’s contributions. **Three women normalize women directors’ presence, allowing women to speak and contribute more freely and men to listen with more open minds.**”²⁰²

Unfortunately in Minnesota and nationally, it is rare to find a corporate board with threewomen. Only three of Minnesota’s top 100 companies have a board that consists of 30% or more women, and progress nationally and in Minnesota is “sluggish” at best, according to the second annual *Minnesota Census of Women in Corporate Leadership*.

In 2009, 41 of Minnesota’s 100 largest publicly held companies had only one woman director and 27 companies had none. The proportion of women on corporate boards is positively correlated with the size of the company: 65% of Minnesota’s 17 Fortune 500 companies had two or more women board members, while only 46% of the Fortune 501–1000 companies and 22% of the smaller companies had this level of female representation on their board.²⁰³

Selected Other Professions

COLLEGE ATHLETICS

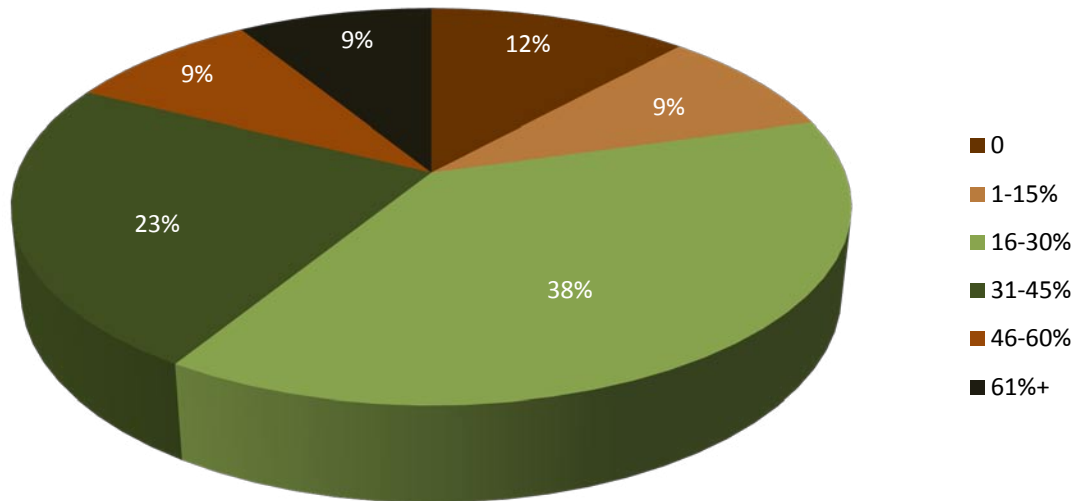
Women’s leadership in collegiate coaching has declined. While women’s participation in intercollegiate athletics is at its highest level ever ~ thanks in large part to passage of Title IX ~ “women’s leadership in collegiate coaching has actually declined.”²⁰⁴

Among Minnesota’s colleges and universities, only 18% have a majority of women’s teams coached by women (as shown in Figure 99). The largest proportion of schools has between 16% and 30% of their women’s teams led by women. By comparison, among women’s teams in the NCAA nationally, 43% are coached by women.

The University of Minnesota (Twin Cities) slightly exceeds the national average with 50% of its women’s teams with women head coaches.

Riverland Community College and Minnesota West Community and technical College lead the state with 67% of their women’s teams led by women coaches. Carleton College comes in closely behind with 60%.

**Figure 99:
Minnesota Colleges by the Percentage of Women's Sports
Teams Coached by Women**



Source: Center on Women and Public Policy analysis

0%	1-15%	16-30%	31-45%	46% +
<ul style="list-style-type: none"> •Century College •Concordia Univ. •Hibbing Community College •Saint John's Univ. •Vermillion Community College 	<ul style="list-style-type: none"> •Bethal Univ. •Saint Paul College •Southwest MN State Univ. 	<ul style="list-style-type: none"> •Bemidji State Univ. •Bethany Luthran College •Central Lakes College •College of Saint Benedict •Concordia College •Gustavus Adolphus College •Hamline Univ. •Lake Superior College •MN State Community & Technical College, Fergus Falls •MN State Univ., Mankato •Ridgewater College •Saint Olaf College •Wiona State Univ. 	<ul style="list-style-type: none"> •Augsburg College •College of Saint Catherine •College of Saint Scholastica •Itasca Community College •Mesabi Range Community & Technical College •MN State Univ., Moorhead •Saint Cloud State Univ. •UMN--Duluth 	<ul style="list-style-type: none"> •Carleton College •Macalester College •MN West Community & Technical College •Riverland Community College •Rodchester Community & Technical College •UMN--Twin Cities

K-12 EDUCATION

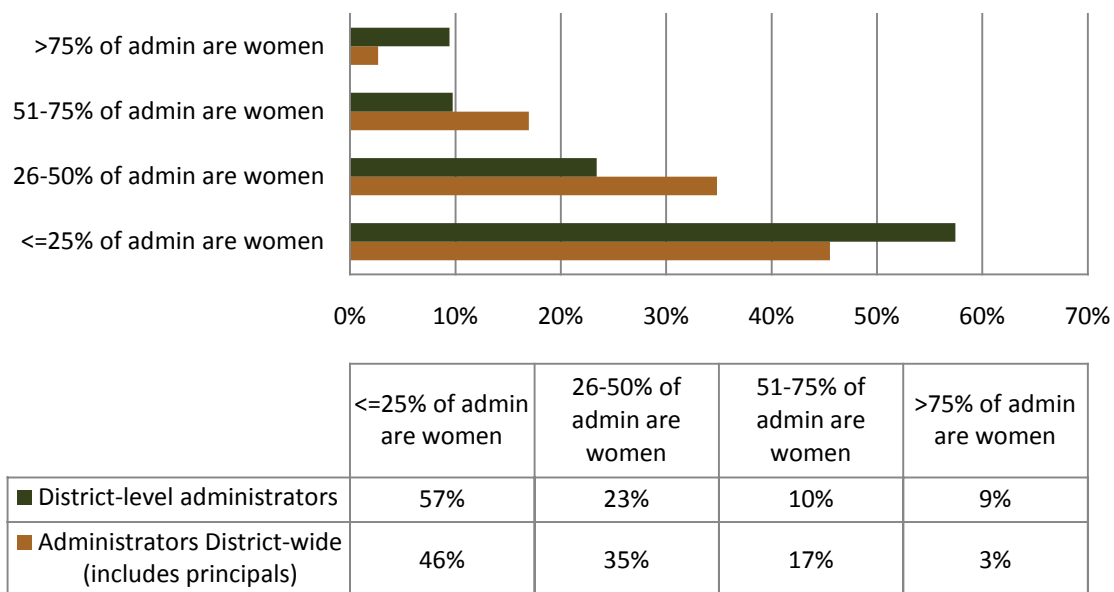
While women are more likely to be leaders in K-12 education, a field heavily dominated by women, they still do not constitute a majority of top leaders. While in some states, women school administrators have reached or exceeded the 50% mark, in Minnesota women make up 41% of all district and school level administrative FTEs (see Figure 100). These averages are driven up by urban districts; 80% of districts in the state fill fewer than half of their administrative FTEs with women.

The percentage is roughly the same whether we consider all administrative positions (including school-level administrators, such as principal and assistant principal) or only district-wide positions (such as superintendent). The geographic differences noted in other professions prevail in education, as well, with rural districts more likely to have fewer female administrative FTEs.

While 46% of the state's metropolitan districts have a majority of women administrators, 73% of the districts in northwest Minnesota have fewer than 25% women administrators.

A 2004 study by the RAND Corporation found “the gender gap is alive and well” in educational leadership. They also found that the rates of promotion for men and women differ substantially, as do their career paths. These researchers suggest that early career mentoring or support for female educators might be an effective method for encouraging gender parity.²⁰⁵

Figure 100: Proportion of Minnesota School Districts by Percentage of Women Administrative FTEs, 2008-09



Source: Minnesota Department of Education, analysis by Center on Women and Public Policy

METHODOLOGY

AMERICAN COMMUNITY SURVEY

American Community Survey data were obtained from two sources, published Census Bureau tables available on Social Explorer (www.socialexplorer.com) and the Integrated Public Use Microdata Series (IPUMS USA) developed and made available by the Minnesota Population Center, University of Minnesota (available at www.ipumsusa.org). Whenever possible, published tables available through Social Explorer were used for calculations, since the sample is larger. Both sources draw their samples from the American Community Survey. A full description of the variables from this survey used in the research presented here, please see: <http://usa.ipums.org/usa-action/variableGroups.do>

For all median earned income tables and figures, full-time year round work is defined as usual hours worked per week of 35 hours or more and weeks worked last year as 40 or more.

Race/ethnicity categories included in tables and figures include only those individuals self categorizing themselves as that race/ethnicity alone. Mixed or multiple race individuals are not included in these tables and figures. The race/ethnicity for a family is determined by the race/ethnicity of the head of household (indicated by the survey respondent).

A family household consists of a household head and one or more persons who are related to the household head by birth, marriage, or adoption and who are living together in the same household. According to the household head's sex and marital status, family households are classified as either a married-couple family or a family headed by a man/woman without a spouse present. Family households with no spouse present include household heads of all marital statuses except married, spouse present. Households where an unmarried partner is present are classified as family households *only* if there are other persons in the household who are related to the household head by birth, marriage, or adoption. Therefore, households containing only a household head and an unmarried partner are coded as nonfamily households. Nonfamily households are distinguished by the sex of the household head and the presence of other unrelated individuals (including partners) living in the household.

Housing affordability was calculated for homeowners using the variable "Selected Monthly Owner Costs" as a percentage of family income. This variable includes: mortgage payments, real estate taxes, insurance, utilities, fuel, mobile home costs and condominium fees. For renters, the variable "Gross

Rent” was calculated as percentage of family income. Gross rent includes: rent and utilities if paid by the renter.

Uninsured rates were calculated using the variable “HCOVANY or Any Health Insurance Coverage.” This variable indicates whether persons had any health insurance coverage at the time of interview.

MINNESOTA STUDENT SURVEY

For this report, all analyses were conducted using the Minnesota Student Survey Trend database provided by the Minnesota Department of Education. This database includes only those school districts that participated in the survey across all years. In 2007, 91% of the state’s school districts participated and 142,000 students completed the survey.

A description of key variables follows:

Depression – “Agree” or “Mostly Agree” with the statement “I am Often Unhappy, Depressed or Tearful”

Hurt Yourself on Purpose, Thought about Killing Yourself, Tried to Kill Yourself – Responses of “Yes, during the last year” and “Yes, more than a year ago” were combined.

Sexual Abuse is defined by a yes response to the following questions: (1) “Has any adult or other person outside the family ever touched you sexually against your wishes or forced you to touch them sexually?” or (2) “Has any older or stronger member of your family ever touched you sexually or had you touch them sexually?”

Physical Abuse of Self is defined as a yes response to the question “Has an adult in your household ever hit you so hard or so often that you had marks or were afraid of that person?”

Witness to Domestic Violence is defined as a yes response to the question “Has anyone in your family ever hit anyone else in the family so hard or so often that they has marks or were afraid?”

Sexually Active – Student responded to the question “Have you ever had sexual intercourse?” with either “Yes, once or twice” or “Yes, three times or more.” Both responses combined.

Pregnant – Combined responses of “1 time” or “2 or more times.”

Overweight and **Obese** categories were pre-calculated using CDC BMI recommendations by student age, which includes developmentally appropriate modifications (see CDC criteria and calculations for adults in the BRFSS section).

MINNESOTA CRIME SURVEY

The 2008 Minnesota Crime Victim Survey is a statewide random survey of adults in Minnesota conducted by the Greater Twin Cities United Way and the Minnesota Office of Justice Programs. A database of survey responses was provided by these agencies and used to conduct the analyses presented in this report.

A description of key variables follows:

Intimate Partner or “Domestic Violence” victims answered “yes” to the question: In your lifetime, has a spouse, former spouse, partner, boyfriend or girlfriend pushed, shaken, slapped, kicked, punched, hit or choked you, or harmed you with an object or weapon?

Victims of a Rape Crime or Sexual Assault answered “yes” to the question: In your lifetime, has anyone ever forced you or attempted to force you to have sexual intercourse with them?

Data related to the nature of domestic violence or the response to the violence is based on those that responded yes to the question: “In 2007, did your spouse, former spouse, partner, boyfriend or girlfriend harm you by pushing, shaking, slapping, kicking, punching, hitting or choking you with an object or weapon?”

BEHAVIORIAL RISK FACTOR SURVEILLANCE SYSTEM

The Behavioral Risk Factor Surveillance System (BRFSS) is a state-based system of health surveys that collects information on health risk behaviors, preventive health practices, and health care access primarily related to chronic disease and injury.

BRFSS was established in 1984 by the Centers for Disease Control and Prevention (CDC); currently data are collected monthly in all 50 states, the District of Columbia, Puerto Rico, the U.S. Virgin Islands, and Guam. More than 350,000 adults are interviewed each year, making the BRFSS the largest telephone health survey in the world. As noted in specific tables and figures, the sample is small for some subgroups of women in Minnesota.

The Minnesota 2008 database was downloaded from www.cdc.gov/brfss/ and analyzed. Statewide numbers were cross checked using the calculator available at the same site.

Survey participants were placed in **Overweight** and **Obese** categories in the database based on calculations using CDC BMI recommendations, as outlined below.

BMI	Weight Status
Below 18.5	Underweight
18.5 – 24.9	Normal
25.0 – 29.9	Overweight
30.0 and Above	Obese

The formula for calculating BMI is: $\text{weight (lb)} / [\text{height (in)}]^2 \times 703$. Calculate BMI by dividing weight in pounds (lbs) by height in inches (in) squared and multiplying by a conversion factor of 703.

Example: Weight = 150 lbs, Height = 5'5" (65")

Calculation: $[150 \div (65)^2] \times 703 = 24.96$

OTHER CITED RESEARCH

In addition, research conducted by several Minnesota and national non-profit research and advocacy agencies and state agencies is cited and relied on throughout this report. These agencies include: The Minnesota Women's Consortium, Wider Opportunities for Women, the WAGE Project, ChildCareWORKS, the Wilder Foundation, the Minnesota Department of Health, the Minnesota Organization for Adolescent Pregnancy Prevention and Parenting, the National Association of Childcare Resource and Referral Agencies, the Minnesota Housing Partnership, the Legislative Office on the Economic Status of Women, The College Board, the Minnesota Office of Higher Education, the Consumer Federation of American, Affirmative Options, The Minnesota Department of Employment and Economic Development, the JOBS NOW Coalition, the American Psychological Association, the Minnesota Coalition for Battered Women, the Minnesota Indian Women's Resource Center, Advocates for Human Rights, the Minnesota Census of Women in Corporate Leadership, and others. Links to the work of all of these agencies are included in the endnotes section of this report. For more in-depth information, please refer to these organizations and their publications.

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